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It is natural that Canadian citizens should be concerned about institutions whose purse strings are held by hands other than those of Canadians. The union movement, however, is itself composed of Canadian citizens and is probably more responsive to Canadian national feelings than are other across-the-border institutions. See: Financial Aspects of International Unions by Dr. J. K. Eaton, p. 413.

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Labour Canada Travail Canada

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News briefs

■ **The federal Government's Local Initiatives Program has received an additional injection of $30 million permitting the most successful and effective projects to continue until September 30.** The program, originally funded at $100 million and later increased by $50 million, has provided some 92,000 jobs across the country. No new projects will be launched with the additional funds. "The monies will be allocated to those successful projects which have not only demonstrated their worth in terms of job creation but have provided a needed local service or contributed significantly to the quality of life in the community," said Manpower and Immigration Minister Bryce Mackasey in announcing the additional grant.

■ **Frank Hall, 79, for 20 years chief negotiator for Canada's 100,000 non-operating railroad workers, died in May.** He resigned from his position in 1965 but continued as an advisor to the railway workers' negotiating committee until 1967. (LG 1965, p. 1016). As well in 1967, he resigned as Canadian executive assistant to the international president of the Brotherhood of Railway, Airline and Steamship Clerks. Hall was instrumental in uniting the railway workers for bargaining purposes and helped in bringing in the Seafarers' International Union to replace the Canadian Seamen's Union on the Great Lakes. Born in England, Hall came to Canada in 1913. Four years later, he took a job as a freight checker with CP Rail. About that time, the freight handlers started to organize a union, and Hall worked closely with them. In 1925 he was elected vice-president of the union, holding the position for 38 years until he became executive assistant in Canada to the international president.

■ **U.S. employers underpaid workers by more than $74 million** in the nine months ending March 20, says the U.S. Department of Labour's Employment Standards Administration. The two major areas of violation were: minimum wage violations amounting to $23.7 million and overtime violations totalling $39.2 million. More than 370,000 workers were affected by the violations.

■ **Shirley Carr of Niagara Falls, Ontario, has b elected President of the Ontario Division of the Ca dian Union of Public Employees.** Mrs. Carr was the s ond vice-president of the division and is President CUPE Local 1287 which represents employees of Niagara regional government. Mrs. Carr was an uns cessful New Democratic Party candidate in last fa Ontario election.

■ **Ronald W. Lang, 39, has joined the staff of the Ca dian Labour Congress as Director of the Legislative Government Employees Departments.** Lang, who v born in St. Mary's, Ontario, was a member of United Cement, Lime and Gypsum Workers Inter tional Union. He was elected president of the Wo stock Labour Council in 1963 and attended the Lab College of Canada that same year. The new Direc entered the University of Waterloo after attending Labour College and received an M.A. in political ence in 1969. He was then awarded a scholarship by Canada Council and attended the London School Economics where he studied for his Ph.D. in polit science. Lang will be replacing the late Andy And who was for many years director of the Legislative Government Employees Departments of the CLC; h presently a professor on the Political Science Facult York University.

■ **There were six vacancies for each 1,000 jobs in first quarter of 1972,** reports Statistics Canada. Thi up from 4 for each 1,000 a year earlier. Vacancies blue-collar workers rose by 119 per cent to 22,600 fi 10,330, and those for white-collar workers increase per cent to 15,200 from 12,900. In the goods-produc industries, vacancies rose by 93 per cent to 14,400 fi 7,400 and by 50 per cent in the service industrie 23,200 from 15,500. Vacancies increased in both Q bec and the Pacific regions by 94 per cent; in Prairies 70 per cent; in the Atlantic region 43 per c and in Ontario 34 per cent.

■ **Fifteen to twenty inmates, all in their last yea sentence, will be paid the $1.75-an-hour federal m imum wage while they work on a construction projec the William Head Minimum Security Institution** Victoria, B.C. This is a 10-month pilot project for mates involved in a pre-release program. Deduct for income tax, Canada Pension Plan, unemploym hospital and medical insurance, will be made from t salary. The project will consist of the construction vocational training building at the institution. In nouncing the pilot project, Solicitor General Jean-Pi Goyer said, "For too long we have allowed an at sphere of laziness to prevail in our institutions and rate of productivity of inmates is only a third of tha

ate industry. No employer from the private sector is ly to accept this. We have therefore decided to pro- our inmates with the necessary financial incentives romote better working habits."

ddition to the usual deductions, the inmates will pay their own room, board and clothing. They will also be encouraged to save money and to contribute to the support of their dependants. "This pilot project will serve as a basis for reviewing work programs within the institutions," stated Goyer. "We intend to provide our inmates with employment in an atmosphere similar to the private sector in terms of competitiveness and efficiency and to augment discharge pay through increased compulsory savings."

0 years ago

rogram to stimulate mixed farming; a settlement for the Matapedia Valley; the resolutions of the adian Manufacturers' Association concerning imration and home production; the economic value of ty committees in smelting plants; the annual Ala mine rescue contest; and a discussion on boots, and clothing for children, at the National Conferof British Labour Women, were some of the topics rted in The Labour Gazette of August 1922.

In Weyburn, Saskatchewan (founding place of the chartered bank controlled and operated from a head e in the West) a number of Canadian banks agreed, to the efforts of Mr. A. Kennedy, the District School ector, to advance loans without security or endorsation, to members of the Boys' and Girls' Farm Club (now the 4-H Club) wishing to purchase and raise purebred stock or poultry. Several hundred branch banks were ready to assist young people in this movement in order to stimulate mixed farming in the West and offset the tendency to exclusive wheat growing.

■ **The Hon. J. E. Perreault, Minister of Colonization of Québec announced that a provincial order in council had been passed by which tenders were called for the clearing of 300 acres of timber** on 30 lots in the Matapedia Valley, and also for the erection on each lot of a house and other buildings necessary to establish a settler and his family. Provision was made in the order in council to have the work carried out by lumber com-

panies that were to be paid in timber given them in compensation for the expenses incurred. Settlers were supplied with these lots under special conditions. The Government regarded the scheme as an experiment and was to decide whether other colonization centres were to be instituted under similar conditions.

■ **Increased immigration and home production were called for in resolutions passed** at the fifty-first annual convention of the Canadian Manufacturers' Association in St. Andrews, N.B. The total membership was reported as 4,272. With respect to immigration the resolution stated that "whereas Canada has vast areas of fertile agricultural land waiting cultivation and great stores of potential wealth in mines, forests and inland and coast waters; and whereas this country offers unequalled opportunities to immigrants; and whereas the prosperity of the country will increase as the population grows; therefore, be it resolved that the Canadian Manufacturers' Association commend the action of the Dominion Government in appointing a subcommittee of the Cabinet to study immigration; endorse the action taken as a result of this subcommittee's recommendations; and respectfully urge the Government to continue and to intensify its efforts to increase desirable and necessary immigration, especially from other parts of the British Empire." (A table compiled by the Department of Immigration and Colonization showed that half of the immigrants who entered Canada in the second quarter of 1922 were British.)

In the matter of home production it was noted that "whereas the policy of producing in Canada from Canadian materials by the labour of Canadians contributes to the welfare of all citizens and to the general prosperity of the country; and whereas the contrary policy of importing articles which are produced in Canada or "Made-in-Canada" results in unemployment, trade depression, and national loss; therefore be it resolved that the thanks to the Association be extended to the Dominion, provincial and municipal governments; to the wholesale and retail distributors; to the Boards of Trade; to the press and to all others who have given such valuable assistance to the "Produced-in-Canada" campaign during the past year; and further that all the above be earnestly requested to continue their support during the coming year."

■ **According to a report of the American Smelting and Refining Company to its shareholders, the creation in 1913 of a Department of Safety, Labour and Welfare** with safety committees composed of foremen and general committees of workmen, organized at each of its plants to increase the safety of operation, resulted in a saving to the company of $778,858. There was a ste annual decrease in the accident rate for each thous employees, from 264 in 1913 to 63 in 1921. The t number of disabling accidents dropped from 2,74 1913 to 318 in 1921.

■ **The annual mine rescue and first-aid contest of province of Alberta** was held at Banff, Alberta, on J 30 and July 1, 1922. The first-aid contest was open teams from all mines in Alberta and southeastern B ish Columbia. There was an increase of 34 per cen the number of competing teams over the previous y There were four separate contests; mine rescue, se and junior first aid, and ladies' first aid. The mine cue contest, carried out as far as possible under act conditions, was won by the Fernie, B.C. team with marks out of a possible 800. The Drumheller L Company Team, Drumheller, Alberta, came first in s ior first aid with a record of 98 per cent. No. 7 Tr Boy Scouts, Lethbridge, Alberta, with 85 per cent, the junior first-aid competition, and the Central N ing Division, No. 29, Calgary, won the Ladies' First with 89 per cent. The contests were under the direct of Mr. Duncan Macdonald, Calgary, General Supe tendent of the Mine Rescue and First-Aid departm of the Alberta Government.

■ **The National Conference of Labour Women Great Britain was held** at Leamington, England, in M 1922. More than 300 delegates, representing wom sections of trade unions, labour parties and other or nizations, attended. The conference was under the p idency of Miss Margaret Bondfield, the first woma attain cabinet rank and chairmanship of a Tra Union Congress. Considerable discussion cent around an interim report on motherhood and end ment that had been prepared by a special committe the Joint Research Department of the Trades Un Congress and the Labour Party. The report sugges means of endowment in services and in kind (e.g., provision of meals, clothing and boots for all child attending school), and in money, "as a practical p gram that a labour government should endeavour carry out as quickly as possible." An amendment to report was moved accepting endowment in kind as emergency policy only, and calling on the labour pa to aim at securing for mothers of dependent child the direct control of a money income porportionate their family obligations. The amendment was, howe lost and the report was adopted by 241 to 20.

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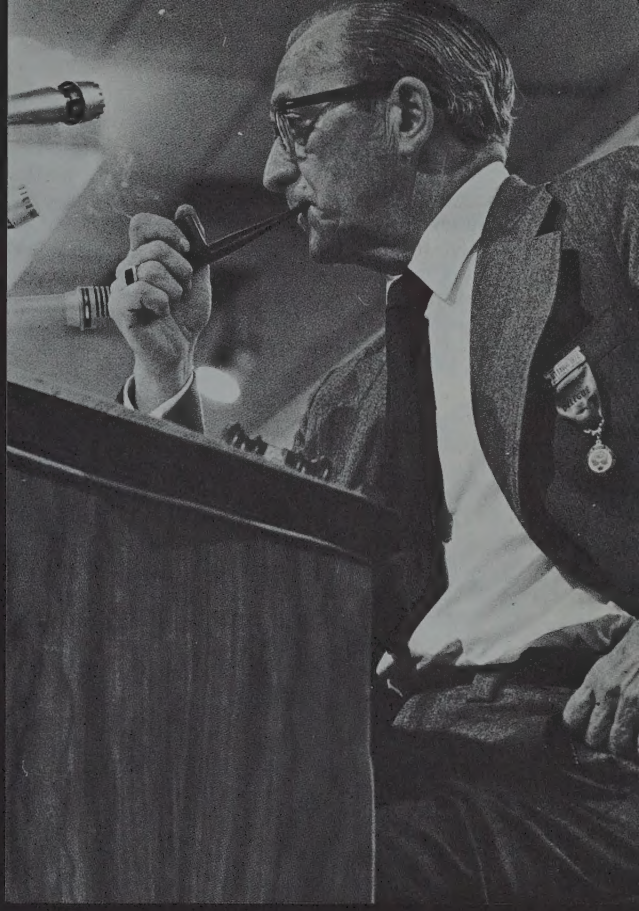


Donald MacDonald

gates to the 9th Constitutional Convention of the adian Labour Congress gathered in Ottawa during veek of May 15 to 19 to conduct the business of the gress and to elect the new Congress executive. Ap-imately 1,700 delegates, representing 1,700,000 n members in Canada, attended the convention. meetings, held in the Exhibition Hall of the Ottawa c Centre dealt with numerous important issues fac-organized labour in Canada including expansion of n membership; improvement of labour's public im- CLC support for Québec workers on strike, and the at to Canada of possible protectionist legislation in United States.

bec resolution

CLC recorded its "wholehearted support for the le-nate collective bargaining objectives" of striking bec public employees. About 1,500 delegates approved an emergency resolution of support for the Québec workers by a unanimous standing vote after more than an hour of debate. Besides affirming collective bargaining rights, the Congress resolution condemned "the threats and coercion" in Québec's Bill 19 and called on the Government of Quebec to resume negotiations with workers' representatives. General amnesty for all trade unionists imprisoned during the Québec strike crisis was called for, and a recommendation that immediate action be taken to "enlist support for those who have been victimized" was also made.

Absent from the resolution was a recommendation that the conference show more than verbal solidarity with Québec workers, although some delegates spoke for a CLC march of protest to Hull. One speaker on the conference floor suggested a country-wide general strike if Bill 19 is not repealed. No amendments were made, however, before the Congress gave consent to the origi-

nal resolution presented by the Executive Council of the CLC. Later in the week, Marcel Perreault of the Montreal Labour Council protested the lack of follow-up action after passage of the resolution. He said. "We (the Québec delegates) believed that more should be done, but you said you had done enough after you passed the resolution. If that's what you want, then we'll continue alone in Québec." Despite this, no further action was undertaken by the CLC.

Elections

No changes in the CLC executive resulted from the elections held at the conference. **President Donald MacDonald was returned to office for another two-year term, defeating James Bell, Secretary-Treasurer of the Nova Scotia Federation of Labour, by a margin of 649 votes to 380.** Mr. MacDonald had announced previous to the election, that this would be his last term as presîdent if he were returned.

Secretary-Treasurer William Dodge was returned to office by acclamation, as were the two Executive Vice-Presidents, Joe Morris and Jean Beaudry. In the election of general vice-presidents, William Stewart of the Shipyards General Workers Federation of British Columbia was nominated in addition to the six incumbents, but was defeated in the vote. Re-elected were William Ladyman, Stanley Little, Henry Lorrain, William Mahoney, Dennis McDermott, and William McGregor. The final election, for vice-presidents at large, was jeopardized by the diminishing number of delegates attending the Friday afternoon session of the convention. The election was held, however, and the 10 incumbents were returned to their posts. They are Si Bresner, Claude Edwards, Huguette Plamondon, Neil Reimer, Mike Rygus, Donald Secord, Larry Sefton, E. T. Staley, Robert Smeal and George Watson. Candidates John Clout and Cliff Parker were defeated in the balloting.

Presidential address

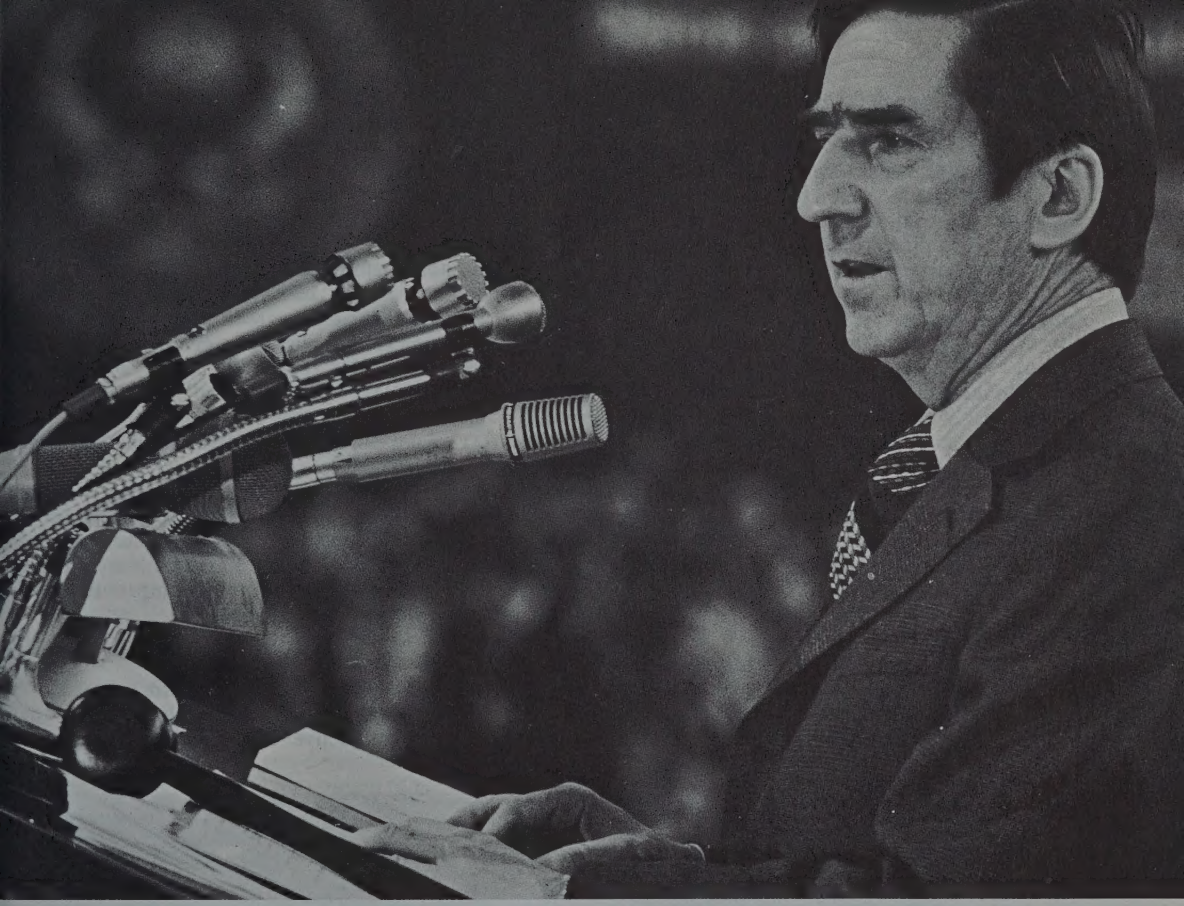
Despite hard-won gains in the past, the Canadian labour movement may be hard put to maintain what has been gained to date, let alone make the progress so essential to its future, CLC President Donald MacDonald told the convention. **He cited multinational corporations, hostile public opinion toward labour, and attacks on the very system of collective bargaining, as threats facing organized labour.** "These," he said, "are but a few of the problems that could be mentioned, but altogether they add up to the fact that organized labour is faced today with the greatest challenge in the century and a half of its existence."

Singling out unemployment as the foremost prob MacDonald blamed the "shamefully high leve unemployment" in Canada on "our woefully mism aged economy." He noted that never before in C dian history had "the untold suffering of unemplo workers and their families" been the result of coldly culated policies, predicting that not until ruling pe cians break the "archaic federal bureaucratic st glehold on the management of this country's econo affairs" will Canadian economic problems be lesse To alleviate the situation, MacDonald called on Government to bring in a full employment budget would tie economic performance to potential growt the economy through a more effective fiscal policy; secondly, not to retard economic expansion becaus fears over price raises. "The only rule that needs t observed with regard to price increases," said Mac nald, "is that they do not exceed, over a prolonged riod, the rate of price increases in the principal c tries with which we trade."

Although advocating lessened government concern price increases, MacDonald recommends a guaran minimum income to cover those people dependen fixed incomes, such as pensioners, welfare recipi and those receiving unemployment insurance ben Though welcoming the government announcement old age security payment adjustments, he urged n security guarantees for those people without any sonable income security.

The United States' Domestic International Sales Co ration legislation was met with condemnation by M Donald. Such legislation "clearly violates the letter spirit of the General Agreement on Tariffs and Tra he said. And he charged The Ford Motor Comp with violating the auto trade pact between Canada the United States by exporting vehicles to Canada der the DISC program since last December.

Recent federal government policy on foreign inv ment and ownership met with criticism for failin take the comprehensive position that Canadians the "right to expect," since it neither supervises new rect foreign investment nor establishes regulations garding the expansion of existing foreign corporati MacDonald went on to say that "the fact that the called Foreign Takeovers Review Act is to be adm tered by the Department of Industry, Trade and C merce, lends itself to the reasonable suspicion that p ical influence could well be a major factor governing decisions made with respect to takeovers." He felt there should be an independent public screening ag for new direct investment coming into Canada would make its decisions open to the public.



king on the labour strife within Québec, MacDo- said that the right of workers to strike should be by a well-established democratic industrial relations iple. Because Québec labour leaders were intimi- l by stiff fines and jail sentences, the principle has ly not gained full recognition. Referring to the im- nment of labour leaders, MacDonald commented "to say that the rights of workers in the public sec- f that province were trammelled is hardly an exag- ion." He added, **"It is simply not possible to have ine collective bargaining in a situation where the oyer steps in and enacts compulsory back-to-work lation because that employer, unlike private employ- possesses the power to do so.** This leads to one re- the making of a complete farce of the collective aining process. If this is to be the future pattern of ctive bargaining in the public sector of Québec, let ll it what it is, company unionism."

Donald spoke out against compulsory arbitration, g the example of Australia where compulsory arbi- n has led to the loss of far more man days than in Canada. He maintained that not only is compulsory arbitration not effective, but it serves only to destroy the long and hard-earned rights of workers by its enforced "settling" of disputes.

Martin O'Connell

"Free collective bargaining is not only sound fundamentally, it is an essential element in a democratic society and economy such as ours," said Minister of Labour Martin O'Connell in his speech to the CLC. The affirmation of this right has been included by the Government in the preamble to the Labour Code now before Parliament, he noted, at the direct request of the Congress. O'Connell noted with pleasure the almost unanimous consent given to principles of the industrial relations and disputes legislation and its provisions for dealing with technological change.

Urging co-operation between labour, management and government, O'Connell said that **"only in this way will**

we succeed in reducing conflicts to a minimum, in improving working conditions and, finally, in ensuring the survival of our system of free bargaining." Increased emphasis will be directed toward the field of dispute prevention in the period before contracts come due, by offering an industrial relations advisory service for labour and management. He expressed hopes that such action would avert "unnecessarily created heat and congestion at the bargaining table or worse, that could blow up into wildcat strikes."

This service, O'Connell stated, will have professional competence in communication and in human relations to help it in its dealings with both labour and management. It will be available when parties are jointly prepared to seek outside advice, in complex areas such as job classification and pension and welfare plans. The service will draw on expertise from the Department of Labour and other agencies.

O'Connell announced that **research would be undertaken in five areas important to employer-employee relations and collective bargaining.** The first is an analysis of social and economic forces likely to affect future collective bargaining relationships. Secondly, better and more up-to-date facts on wages, working conditions and visions of collective agreements will be collec Thirdly, research will be done to support work don the industrial relations advisory service and the indu specialists program. Fourthly, industrial relations tr ing programs will be appraised to determine their e tiveness, especially as they pertain to mediators and bitrators, before continuation of departmental sup for the programs. Lastly, information on industrial r tions in other countries will be gathered in hopes of proving relations by international exchange experience.

O'Connell called for "a better acceptance of the rol unions and the role of free collective bargaining" in der to "strengthen the role of collective bargaining democratic force in Canada." To accomplish this asked for an opening of "a dialogue with represe tives of labour and with representatives of managem to explore the concept of improving indust relations."

Labour Minister O'Connell is a firm believer in free lective bargaining and said that he does not disapp of giving collective bargaining to essential serv

experience with collective bargaining in the public ce has not been too bad," O'Connell said at a press rence after his talk. "In six years we have had 230 ments, and all but five were agreed to without a stoppage. That's a pretty good record."

ough the Government is currently reviewing collec- bargaining in the federal public service, the Min- said that there was no intention of withdrawing the to strike or substituting it with compulsory arbi- n. **"In a free society, compulsory arbitration won't . That is not to say that in certain areas the right to e may not be feasible. If the system breaks down in tial services, you must take steps."**

ystems have their weaknesses, he said. "But you say that because of these few cases, collective bar- ng won't work. About 95 per cent of labour-man- ent disputes are settled without a strike. Free col- e bargaining is still the best vehicle in the vast rity of cases." O'Connell told reporters that there close to 3,000 labour-management consultation mittees under federal jurisdiction. Concern was d that the federal mediation service might appear interventionist. "It's a risk we have to take," nnell said. "We have had some pummellings, but rvice is solid." When asked his opinion of the abil- f the courts to judge labour relations cases, nnell said that in general he wondered if it was for society to consider whether the courts are ap- riate agencies to determine labour-management . "The bargaining process may well put undue on the court system," he said. The role of the s may have to be reviewed, and one possibility d be a separate system of labour courts.

ite the headaches sometimes involved in a free col- e bargaining system, the Minister gave an une- cal "yes" to the question: "Would you encourage rganization of more workers?" Concerning the resolution asking that the minimum wage be d from $1.75 to $2.50 an hour, O'Connell said: "It d not be responsible to move from the current level is one. I believe that the Canadian minimum is er at the federal level than it is in the United s." If the minimum was raised, there was always anger of people losing their jobs. "In due course ill be proposing changes in the minimum wage, but must remember that we cover only 10 per cent of abour force, so we would be putting pressure on the m."

Otto Kersten

Otto Kersten, General Secretary of the International Confederation of Free Trade Unions, cited multinational corporations as one of the major reasons for international co-operation between unions. He said that unions "are facing new forms of exploitation" through the activities of multinational corporations because of their speculative movements of capital and their policy of playing workers of one country off against the workers of another country. Calling for increased support for the ICFTU, Kersten noted the CLC's great co-operation in the past, but added that "the closest international bond" is the only guarantee for protection against such action by multinational companies. He commented that the upcoming Tenth World Congress of the ICFTU would discuss problems that arose out of the recent monetary crisis and would put pressure on governments for greater negotiation and less protectionism in order to work toward the long-term goal of full employment.

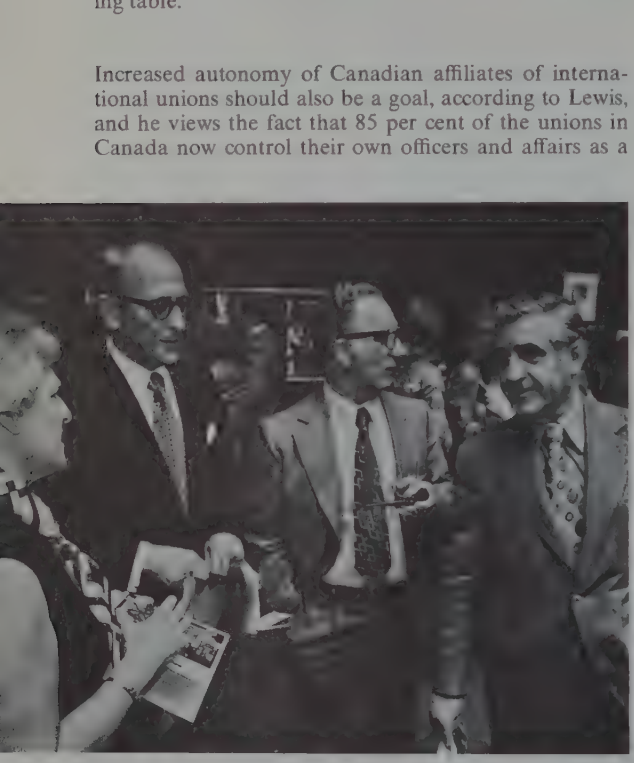
David Lewis

Extravagant demands in bargaining with management only tend to raise false hopes in workers, NDP leader David Lewis told delegates to the convention. He asked for restraint on the part of labour leaders, saying that these false hopes may lead to frustration and strikes when management is unable to fulfill demands made. Lewis stated, "I believe that unions and their leaders should take a careful look at this area in collective bargaining to find ways of persuading the members to limit themselves to demands that can be socially justified." He did not, however, place all blame on the unions. "The failure of employers, particularly governments, to respond to genuine grievances and to make acceptable offers early in negotiations is a major cause of strikes. The public often blames the workers for a stoppage when the blame lies clearly on the employer."

Lewis called on union members to continue working for greater equality within the Canadian workforce, saying "I have been distressed that the gap between the low-paid worker and high-paid worker is growing larger every year and that the gap often occurs among the organized as well as the unorganized and even among members of the same union employed by different employers or engaged in different areas of work." He noted

especially that "the inequality and discrimination suffered by women, particularly in the work place, is growing in importance and urgency," and called on the labour movement to overcome these prejudices through "tireless work among the members and at the bargaining table."

Increased autonomy of Canadian affiliates of international unions should also be a goal, according to Lewis, and he views the fact that 85 per cent of the unions in Canada now control their own officers and affairs as a



measure of the progress made. Despite increased Canadian control of unions, though, **Lewis stressed the importance of "effective policies to regain control of our economy." He concluded, "Full self-reliance of Canadian labour is one of the potent weapons in the struggle for Canadian self-reliance."**

Peter Bommarito

Labour organizations today face "the greatest challenge in our history—that of maintaining a viable international labour movement in the face of the ever-pressing social, economic and nationalistic forces at work in each country throughout the world," said the President of United Rubber Workers of America, Peter Bommar Unity of labour is essential to combat problems wh transcend national boundaries, he added, notably th caused by growth of the multinational corporati Bommarito represented the AFL-CIO at the C convention.

The concentration of world wealth in fewer hands reached the point where less than 3 per cent of the l est companies in the western world own more than per cent of corporate property, and less than 2 per c of the world's population possesses more than 60 cent of the wealth, according to Bommarito, who no that "the greatest perpetrator of this trend is the mu national company." The major industrial nations of world find that **individual workers, local governme and even countries are being manipulated by these p erful companies,** he claimed. He went on to say multinational companies use labour as the scapeg for the economic and social ills of our time, diver the public's attention from themselves and their "c nomic cannibalism."

Labour is being blamed for the world's economic st the inflationary spiral, the increase in imports due to ing domestic costs, and the export of jobs from Can and the United States. Monopolistic power of labou even blamed for the spread of multinational compa to more labour-friendly countries, according Bommarito.

While labour takes the blame and high unemploym reigns in Canada and the United States, the multina nal corporation prospers through its foreign subs aries, he contended, and through it all the people v helped make international expansion possible for corporation are left without jobs. He cited Internatio Telephone and Telegraph, Chrysler and U.S. Stee examples of companies that have dispersed their op ations throughout the world to take advantage of v ous different conditions. It is unfair, he contended, while these companies grow they pay a smaller perc tage of their income (10 per cent) in federal taxes to United States than does the average middle-Ameri family.

"We are no longer to consider the productive resou of our country as 'ours'," Bommarito said, because multinational sees them as simply part of the world's sources." Because of the global aspect that these c panies have taken on, a similar outlook must be ta

he international union movement if it is to remain ctive. Using the example of the shoe manufacturing ıstry, Bommarito pointed out how jobs have been sferred from labour-expensive North American duction to countries with a cheaper labour supply.

ıose this subject matter," Bommarito said, "to try to y the fears of the Canadian workers on the approach ch the AFL-CIO is taking in the United States to t these global financial giants and to prevent re-oc- ences of the tragic loss of jobs as in the shoe indus- ınd others." He stated that efforts by the AFL-CIO emove the tax loopholes and other financial advan- s that enable companies to profitably export jobs rseas are incorporated in the Hartke-Burke Bill. It vides for regulation of imports, greater taxes on rseas operations, more control on international cap- transactions, and other points which Bommarito ed would limit the actions of large corporations.

Charges of protectionism levelled against the United States are not valid, he said, because the old concepts of free trade and protectionism have become obsolete in the shadow of multinational corporations. The AFL-CIO "believes in fair competition as far as wages are concerned, but we don't want to, nor can we, compete with the unrealistic wage level existing in Taiwan, Spain and Hong Kong ... The American labour movement has no intention of becoming isolationist. But we are concerned about the jobs of our members. We say it is necessary to face up to the present realities in international trade—to replace free trade doctrines which are not working in 1972 by a policy of fair trade." Bommarito assured the CLC that **the AFL-CIO "will never knowingly take positions that would adversely affect our brothers and sisters in Canada."** He said that as President of the United Rubber Workers, "with a healthy and vigorous membership here in Canada, I will do everything possible to insure that the new trade bill will provide fair trade with Canada. And it is unthinkable

that I would ever be a part of any conspiracy that would hurt the rubber workers—or the steelworkers—or any other workers in Canada regardless of the reward. **This legislation most certainly is not directed at Canada—it is most certainly not anti-Canadian."** In conclusion, Bommarito called on Canadian labour to work closely with fellow workers in the United States to cope with the problems presented by the growth of multinational corporations.

Lord Cooper

Trade unionists in Britain have an Industrial Relations Act that they consider to be "authoritarian, anti-union and ineffective" in solving industrial relations difficulties, Lord Cooper, of the British Trades Union Congress, told delegates. "When the present Governme came to power in June 1970, they inherited the stro est economic position since the war," he said. "We t them that the most effective way of tackling rising pri was by creating a buoyant economy in which fir could run their plants at full capacity. We said that e nomic expansion would not only provide more jobs would actually bring down production costs." But Government, "for purely doctrinaire reasons," reject their advice, he said.

"They apparently believed that the way to check inf tion was by increasing unemployment," Lord Coo went on. "They sat on the sidelines while firms w bankrupt and whole communities suffered, while unemployed in some regions began to assume disas proportions and overall unemployment topped the m lion mark. Only now, nearly two years later, when rate of inflation is worse than it was in 1970, and numbers of unemployed almost doubled, have the C servatives decided to partially adopt TUC policies a expand the economy."

Government, he contended, is wrong in its belief legislation is the most effective way of tackling in- rial relations difficulties. "The real charge against British Industrial Relations Act is not just that it is union and divisive, it is also that it is largely irrel- t to actual industrial relations questions." In their cism of governments, however, trade unions could afford to be entirely negative. "We cannot just react rents," he said. "We have to formulate our own pol- and strategies in the light of modern conditions."

n there is a very high level of unemployment, trade ns generally are in a very weak bargaining position, l Cooper contended. When governments accept re- sibility for ensuring full employment, unions are in onger position. "In a number of industries, the bar- ing power of some workgroups has been increased hanges in the structure of industry making it pos- for a few men to throw thousands out of work," he "Modern governments, who have taken responsi- y for ensuring full employment and holding prices, , therefore, tended to intervene more and more in ctive bargaining."

ernment intervention raises a very serious dilemma the trade union movement. "As part of our trade n objectives, we take all steps possible to achieve rity in employment for our members by a policy for employment. This surely implies that we must have e regard for the economic consequences of our ac- s to the nation. This is not just high-minded al- m on our part. If, in fact, wage increases are simply by price increases, the resulting inflation very often tically cancels out all the advantages gained by the e increases." **A sophisticated trade union movement t not only be concerned about improved wages but about what those wages will buy.** "If the promotion age increases creates a highly inflationary situation becomes a self-inflicted wound."

ess an understanding is reached with governments, e union activity will be restricted through legisla- , and this, Lord Cooper believes, will not improve strial relations or collective bargaining. It was nec- ry, therefore, for trade unions, employers and gov- nent to reach an understanding. If trade unions are ected to consider the effect of collective bargaining he community, they had the right also to demand a greater say in decision making at all levels. "In y countries, there is a growing shop-floor desire for greater participation that managements and government ignore at their peril," he said. "I believe we have to create new forms of industrial structures and new forms of collective bargaining that will give individual workers greater participation and involvement."

UFAW and UEW applications

Re-admission of the United Fishermen and Allied Workers Union and the United Electrical Workers Union to membership in the Canadian Labour Congress was left in doubt at the convention. The two unions were expelled from the old Trades and Labour Congress in the early 1950s. Discussion at the recent conference centred around resolutions by CLC affiliates asking that the UFAW and UEW be granted affiliation "providing they abide by the Constitution of the Canadian Labour Congress."

A resolution proposing that membership be extended to the United Electrical Workers came up at the Wednesday afternoon session during the report of the Committee on Constitution and Structure. After some discussion of the resolution, it was noted by committee chairman Joe Morris that the power to approve affiliate memberships to the CLC lay solely with the executive council. Any convention vote on approval of either the UFAW or UEW applications was therefore superfluous since the final decision lay with the executive.

Chairman Donald MacDonald asked Morris why he had not been previously advised that the affiliation resolutions were unconstitutional. "If we had asked you to rule them out of order," he was told, "it is impossible to imagine the riot on the convention floor." After a lenthy debate over procedure, **delegates passed by a margin of 3 to 2, a motion calling for referral of the UEW and UFAW applications to the executive council for decision.** An earlier resolution passed by the Congress called on unions "to work toward and consummate if possible, the bringing into affiliation all legitimate trade

unions in Canada that are prepared to accept the aims, principles and constitution of the CLC." Though some delegates viewed passage of this motion as an encouragement that the UEW and UFAW would be accepted, many doubt that approval would be gained now that the matter has been referred to the executive council.

International unions

At the 8th convention of the Canadian Labour Congress in 1970, a resolution was passed calling for a firm policy supporting minimum standards of self-government for Canadian sections of international unions.

Acting on this resolution, a report was presented to 9th CLC convention based on a questionnaire sent to Canadian affiliates. The questionnaire tried to de mine the degree of control exercised by the Canad membership and officers of the union. Internatio unions in the CLC include 88 labour organizations w a combined Canadian membership of about 1,109,(representing 65 per cent of the total Congress memb ship. Of the 88 unions canvassed, 66 replied, represe ing about 90 per cent of the Canadian membership the affiliated unions. Parts of the report are as follows

Election of Canadian officers by Canadians: Canad officers are elected by Canadian members in 36 of 66 unions that responded. In the other unions that plied, Canadian officers are elected at large by Ca dian and American delegates at a convention of the ternational union; or Canadian officers are elec separately by vote of the Canadian delegates at a c vention of the international union; or officers elected by referendum vote of the combined un membership in Canada and the United States; or principal Canadian officers are appointed by the pr dent of the international union.

Determination of national policy by Canadian offic and/or members: A total of 56 out of 66 respondents plied that Canadian officers and members determ policy dealing with the Canadian affairs of their uni Of the remainder, four said Canadians do not det mine policy in Canada, one said Canadian officers a members for the most part determine policy affect Canadian members, and two unions made no rep Fifty-nine out of 66 unions replied that the elected C nadian officers do have the authority to speak for the ternational unions in Canada, one gave a qualified firmative, three replied no and three gave no reply.

Congress assistance to unions in the attainment of m imum standards: There is conclusive evidence from Survey on Minimum Standards that there is a close relation between the size of membership and the deg of self-government. International unions that have large membership in Canada are more likely to provi by constitution or by practice, for the election of Ca dian officers by Canadians. There are some inter tional unions with such a small membership that would be surprising if they could sustain an indep dent Canadian structure or the services of a paid st In many cases international unions that have sm memberships in Canada subsidize the services that provided for their Canadian members.

information provided by the Survey on Canadian ndards confirms the report of the Commission on stitution and Structure at the 1970 Convention, nely, that: Some international unions (as well as na- al unions) have membership bodies that are too ll to support the variety and quality of services re- red for collective bargaining and other assistance to on members; the Canadian sections of some interna- al unions are denied the right to independent status er their constitutions, but in practice they enjoy all autonomy that they feel is essential for an effective ration in Canada. Constructive changes are taking e among international unions affiliated to the Con- ss resulting in the establishment of a greater degree autonomy for Canadian sections of international ons. And co-operative studies by representatives of rnational and national affiliates and directly char- d unions of Congress should be continued and in- sified with a view to negotiating mergers of unions in nada to provide the basis of strong and effective anizations.

tain other interesting points were brought out in the ort: **Slightly more than half of the respondents allo- e 50 per cent or more of members' monthly dues to ir international union,** though the questionnaire did ask what portion of head office expense, such as ventions, negotiation of collective agreements, pub- tion of union constitutions, newspapers, allocation strike funds, research and the like, could be appor- ned to operations carried out on behalf of the Cana- n membership. Respondents reported that Canadian ferences were held once a year by 36 of the 66 ons, while 21 reported that they hold a conference ry two years. Approval to call a strike comes from nadian executive boards, secret ballot or referendum 36 of the respondents. The international president st give approval in the case of 18 respondents where ke funds will be required; and in nine, the interna- nal president, a vice-president or the international cutive board must authorize a strike. A total of 38 ons print information in a language in addition to glish.

nomic Policy Committee

ee separate policy statements were presented to the vention by the Economic Policy Committee. First s a general economic policy statement. It criticized sent federal economic policies on unemployment, ing, "a reduction in personal income taxes, especially ong lower income groups who have a high propens- to spend, would have been the most effective and ra- means of creating consumer demand and hence s. Granting so-called tax incentives to corporations t are already operating below productive capacity, is

hardly a way to induce industrial expansion. This latest budget policy can only be described as bad economics." The report struck out also against low female participation rates in the Canadian labour force, noting that, "they (the ruling politicians) prattle about increasing female participation, although the proportion of Canadian women in jobs is still one of the lowest of industrialized countries."

Criticizing the "stop-go" economic policies practised in the past, the report called for a "full-employment budget on a national accounts basis, that would include

all levels of government and the Canada and Québec Pension Plans." According to the committee, "the only criterion that needs to be observed with regard to such increases is that they do not exceed, over a prolonged period, price increases in the principal countries with which we trade." Though the report urged free rein on price increases, it also urged that "Canadians under all income security programs be fully protected against inflation," and that "all federal income programs should incorporate escalation provisions which would reflect total increases in the consumer price index."

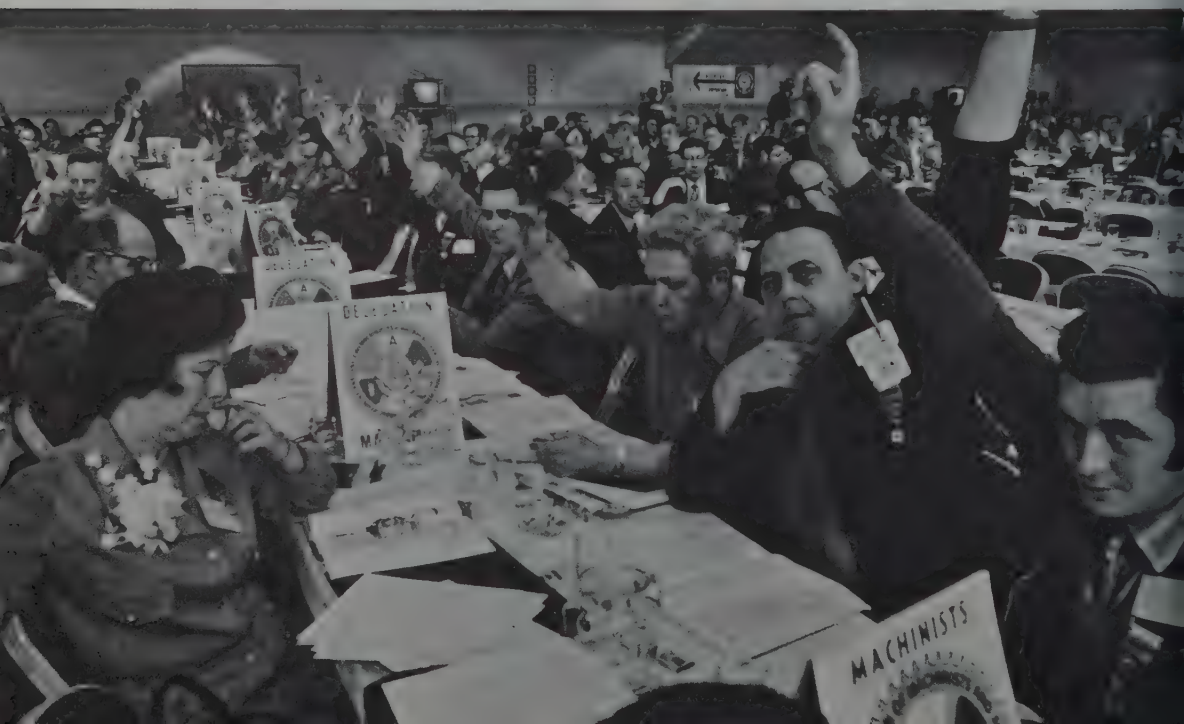
Organization

A campaign to enlist the unorganized workers of Canada into unions was urged in a policy statement on organization. Statistics compiled by the CLC show that fewer than 50 per cent of the organizable workers are unionized, leaving two and a half million Canadian workers who are eligible for union membership but have not joined to date.

This small proportion of unionized workers has brought attacks by the press and government leaders that unions are a powerful and greedy minority imposing their demands upon a defenceless majority and have "shut the unorganized minority out of the benefits of trade unionism," the committee stated. Noting that in November 1971, only 17 per cent of all those unemployed were union members, the policy statement argues that "the greatest social good unions can confer upon the low-paid, insecure and often poverty-stricken employ workers is to provide them with the protection a strength of trade union organization."

The report called for a gigantic national program to tend union membership to a greater proportion of workforce, arguing that "labour's social, economic political objectives are in danger as long as the pres- shameful lack of union organization continues." T most notable point in the program for action calls for full-scale special program concentrating on the whi collar sector." In order that this recruitment of whi collar workers might take place, an amendment w made to the CLC constitution. Each member organi tion will now be required to pay 15 cents a memb each month instead of the 13 cents previously collect The organizing campaign will have a first-year budg of $390,000 and recruitment will involve 26 unions sectors where there are white-collar employees eligi for union membership.

The report called the Hartke-Burke bill and the DI legislation in the United States hints of protectionis claiming that DISC violates "the letter and spirit of General Agreement on Tariffs and Trade (GATT)." though urging Canada to continue working with GATT for further tariff reductions, the report conclu that "when necessary Canada should take measures prevent itself from becoming vulnerable to unfair i port competition," so that domestic industries are undermined and unemployment brought on.



committee presented also a statement on energy y to the convention. It urged that all steps neces- to increase Canadian control over domestic energy rces be taken by the federal and provincial gov- ents. This should be done by bringing energy re- es increasingly under public ownership in view of "vital importance to all Canadians." Last to be nted was the statement on foreign ownership and tment. The committee reported itself "totally dis- anted" with a government policy that will have no t whatsoever on the expansion of existing foreign orations" and "will deal only with foreign takeovers anadian-based companies." The fact that final deci- on foreign takeovers will be scrutinized only by Cabinet, the report said, means that the decisions be suspect on the ground of political pressures."

committee had three recommendations to make. , that a strong federal public agency, in co-oper- with the provinces, screen and make recommen- ns on all new direct investment, as well as prospec- foreign takeovers. All recommendations of this , the report advised, should be made public. Sec- y, Canadian-based companies must be subject at mes to Canadian law and not come under the juris- on of any foreign country. This would stop the blem of a foreign subsidiary in Canada being re- d the right to trade because of trade policies im- d on its parent corporation in another country. rdly, "all wholly owned foreign subsidiaries must be pelled to disclose financial information of their Ca- an business activities." The separation of this mate- from the balance-sheet of the parent company will er facilitate collective bargaining, the report cludes.

rnational Affairs

s policy statement on international affairs, the CLC d for action on several fronts. An immediate cease- in Southeast Asia was urged. This would be fol- d by withdrawal of all foreign troops from Cam- ia, Laos, and Viet Nam and the establishment of a . force to occupy the demilitarized zone. The Inter- onal Affairs Committee registered also "growing atience" with Canadian refusal to act on CLC de- ds that arms sales to the United States be stopped. Congress proposed that Canada offer itself as host negotiation of a permanent settlement of the Middle crisis. Called for also in the statement were Cana- withdrawal from NORAD, admission of both East West Germany to the United Nations, greater Ca- an aid to developing countries, and the return of AFL-CIO to membership in the ICFTU.

A number of resolutions were passed at the convention dealing with international affairs, most of which were covered in the policy statement. They included: a resolution calling for the destruction of any stockpiles of chemical and biological weapons in Canada; and another urging the setting-up of Canadian trade delegations to Asia, Africa, and Eastern Europe. Only one resolution in the international affairs section was defeated. It called for the British Trades Union Congress to protest British government policy in Northern Ireland, and was defeated on the advice of the International Affairs Committee.

Industrial Democracy

A policy statement calling for a 10-point program to promote industrial democracy was presented stating, **"Canadian workers are demanding full recognition of their rights of participation in the decision-making process that determines wages, working conditions, job security and income security. They demand recognition of the right of participation in determining how their job should be done.** They demand recognition of the right to participate in decisions as to how the wealth that they help to produce should be shared. And they demand recognition of the right to a voice in any changes in work methods that could affect job security and income security." The program recommended by the committee included protection of the right to strike, protection of collective bargaining from imposed restrictions, and elimination of the concept of residual management rights. The final point pressed for changes in public policies that would guarantee an improved minimum wage, better system of manpower training and manpower mobility programs, and equal pay for equal work.

Environmental management

A policy statement on environmental management called on delegates to act on a proposed 11-point program for action in protection of the environment. The statement included a demand for municipal programs of waste separation; support for mass transit systems and discouragement of automobile use; support for satellite towns as an alternative to urban sprawl; and a demand for the adoption of worldwide policies to stabilize world population growth.

Part 2 with a complete report on resolutions approved at the convention will appear in the September issue of The Labour Gazette.

Reaction to Bill C-183

Bill C-183, an Act to Amend the Canada Labour Code (Part V—Industrial Relations), has been referred to the Parliamentary Committee on Labour, Manpower and Immigration. The committee has received briefs from many interested groups and highlights of four of the briefs follow.

The main thrust of Bill C-183, like that of most Canadian labour legislation, is to further polarize labour and management rather than to provide a framework within which they may seek to resolve their divergent interests expeditiously in order that they may concentrate more of their attention on those matters which are of mutual interest, the Canadian Manufacturers' Association told the Committee. "As a consequence of this misdirected thrust, we see proposals that would facilitate the organizing of the organized, presumably because this is a worthwhile objective for its own sake. We see other measures that would strengthen the hand of the institutional forces of labour unions, but with little regard for the employee as an individual.

"We see also proposals, particularly those relating technological change, that seem to be predicated up the notion that labour-management problems can a should be resolved through direct confrontation a conflict. The Association believes that it would ha been preferable to amend the Canada Labour Code a way such as to require the parties of interest to co duct themselves more responsibly vis-à-vis the pub and the individual employee."

The Association believes that the proposals in C-1 would discourage rather than encourage an elaborati of contractual provisions to deal with the effects of te nological change on employees. Its brief reported on t highlights of a special study conducted by the Asso ation. The study involved 214 companies and 1.8 m lion manufacturing employees during the period 19 1970. "Of the 214 companies surveyed, 120 introduc varying numbers of changes that would have subject them to the procedural delays, if not strikes, as provid for under this type of legislation. Some would ha been affected on only three or four occasions, but m would have suffered innumerable or hundreds of dela or strikes during the five-year period. At the same ti less than half of one per cent of all persons employed

e companies were dislocated and, it might be d, in many instances they were protected by SUB s, separation pay and other freely negotiated provi- such as comprehensive seniority clauses."

le the brief made recommendations that would e the technological change provision less odious to CMA, it emphasizes that the Canada Labour Code inappropriate vehicle for measures which will at- ot to treat with problems that might arise from ra- technological innovation. "Not only would the Bill ad legislation for industries coming under federal diction but, as for example in Saskatchewan, it d encourage provincial legislation which would im- the job security of all employees because of its ad- e effect on the ability of Canadian industry to meet gn competition for both foreign and domestic kets."

Canadian Labour Congress voiced strong support legislation to deal with problems of technological nge. Appearing before the Committee on Labour, mpower and Immigration, officers of the CLC had e criticisms of proposed amendments to the Canada our Code but endorsed the principle of sections ing with industrial conversion and a preamble to code supporting the practice of collective gaining.

preamble is an addition to the Bill in its present n. It was not included in the original Bill. The CLC mented: "In our view this represents a long-over- statutory recognition of the importance of freedom ssociation and free collective bargaining as the pil- of sound labour-management relations in this coun- It represents also, we hope, a commitment by the vernment of Canada to a public policy that recog- s the role of unions in matters that affect the com- good of our nation. We feel strongly that public cy should reflect the acceptance of unions as an in- al part of our society, not only in matters of labour tions, but in all the affairs of state which touch upon lives, interests and well-being of the working people anada."

h regard to the sections on technological change the C submission said: "We strongly support the prin- e that the Bill should deal with the issue of tech- gical change. This principle we regard as being of mount importance to working people everywhere. trade union movement in Canada and elsewhere always advocated that everything that bears upon the economic and social well-being of the workers should be subject to negotiations in the collective bargaining process. It would appear that this advocacy has gained some support from the Government of Canada in the area of matters relating to technological change."

At the same time the CLC had reservations on some specific sections, suggesting that there were loopholes that could be used by employers to escape the provisions of the Bill. The Congress strongly opposed the proposal to change the composition of the Canada Labour Relations Board, ending the present representative structure. It was argued that with labour and management representation, the board had established an enviable record. "Regardless of any other changes that might be made with respect to the functioning of the Canada Labour Relations Board, we deem it absolutely necessary that this representative character of the Board be preserved," the CLC said.

The labour spokesmen said they saw a danger that, with the suggested changes, patronage might eventually become a factor in the selection of Board members. There was also concern that the Board might take the form of a labour court and become too rigid in its functions. The Congress said also that it welcomed the removal of the section of the original Bill that would have placed severe restrictions on picketing.

"The Professional Institute of the Public Service of Canada finds itself in broad agreement with the proposed amendments, declared Leslie Barnes, Executive Director of the Institute when he appeared before the Committee. "We support the Government's intention to extend collective rights to categories of employees hitherto outside the scope of the legislation. We endorse also the imaginative, yet, in our view, workable formula laid down to enable the effects of technological change to be dealt with in collective bargaining regardless of the time such changes are introduced."

Mr. Barnes went on, however, to criticize the legislation for making what he felt was an artificial distinction between professional employees for whom licensing by the relevant professional organization was necessary—for

example, engineers and lawyers—and other academically qualified employees. "We think," Mr. Barnes said, "that collective bargaining would be much more meaningful if this definition (of a professional employee) were changed in order to reflect the community of interests that undoubtedly exists between university educated and professionally qualified employees as a whole." Under the Bill, engineers, lawyers and others could readily form bargaining units, but professionals such as chemists and economists would probably not be able to persuade the Canada Labour Relations Board that they constituted appropriate bargaining units.

With the advent of the major construction programs in the Yukon and Northwest Territories recently announced by the Prime Minister, the Canada Department of Labour will be confronted with a new form of labour relations conditions and problems to which its labour relations laws are not adaptable. This accounts, in large part, for the concern of the Canadian Construction Association with Bill C-183 and its failure to provide a framework to "fit" the needs of the construction industry, CCA President Eric Hartley told the Committee. Most of the initial investment in the Territories will be funded with taxpayers' money. In view of provincial experiences with construction labour relations and repeated recommendations by eminent experts that there be special laws to regulate construction labour relations, it is incredible that this Bill does not seek to ensure that order will prevail in the development and conduct of these relations under federal jurisdiction. Such failures will account for needless waste and costs running into millions of dollars.

The CCA's concern, declared Hartley, is not limited to the major omissions in the Bill but extends to the manner in which it proposes to deal with technological change without regard to the effect implementation of these provisions would have on construction operations. "This subject is bound to be extremely important for the construction program that is contemplated for the north. The present workforce there, is relatively small. Initial operations will begin in conventional ways but as problems are encountered immediate solutions w have to be found to them. Therefore, there are bound be rapid and major innovations. Innovations that a likely to have major impacts on the actual or potenti work forces. Innovations that we cannot afford to dela 90 days or more while the parties to collective agre ments negotiate or fight over whether they should be i troduced or what price will have to be paid for the introduction.

"The Minister of Labour has attempted to reassure that the Bill's provisions would not operate to affect a versely the collective bargaining patterns that hav evolved and are most suited to construction operation Our view, supported by legal opinions, is that the la guage of the Bill cannot bear such assurances. Furthe more, the Bill does not even accord legal status to th Associations that presently represent construction em ployers in collective bargaining—nor does it give offici recognition to the form of bargaining that takes plac "I wish to emphasize, Mr. Chairman, that we do n quarrel with the objectives that the Bill seeks to achie in these matters nor do we think that employees shou be expected to shoulder the adverse effects associate with the introduction of technological change. The fe expressed in our brief that the provinces might follo the federal Government's example on technologic change has already been borne out in Saskatchewa with its Bill 134."

The recent budget, said Hartley, sought to encoura the manufacture of more Canadian goods. "These i clude many prefabricated products and components e tensively used in construction. The boycott of prefabr cated products and many services is a major problem construction labour relations. Bill C-183 does not pr vide machinery to regulate these boycotts, which ad appreciably to the cost of construction. Unless there adequate legislation to deal with the boycott problem much of our potential benefits from the budgetary mea sures risk being lost. We are told by the Minister Consumer and Corporate Affairs that this matter an other union actions in restraint of trade would be mo properly dealt with under labour relations legislatio than in the Competition Act. We therefore urge, M Chairman, that your Committee take whatever steps a required to ensure that appropriate legislation enacted to deal with these matters.

inancial aspects of nternational unions

Ken Eaton

he current discussion of the role of international ons in Canada, one of the issues is the alleged extation of the Canadian members of these unions. argument has two facets: first, that the Canadian nbers are paying too much to the unions for what receive in return; and second, as a result of this, the unions make a surplus on their Canadian operns. The purpose of this article is to examine the relnt financial data bearing on this subject.

iscussing union finance, regard should be paid to the siderable degree of autonomy possessed by the maty of local unions. In most international unions, the ers of Canadian locals are elected by, and respone to, their Canadian members over a wide area of r operations. In the sphere of finance, they decide r own initiation fees and dues within limits set by constitution of the parent body; the latter will norly stipulate either a minimum or a maximum—or h a minimum and a maximum—that the locals can rge for fees and dues. The locals may also levy asments for specific purposes, such as a strike fund or nion building, and impose fines and transfer fees, ally within limits established by the constitution.

t of their revenue, the locals pay a per capita tax to dquarters—that is, a fixed monthly amount per mber—plus a proportion of the fees collected, and locals pay a charter fee; all these are usually laid down in the constitution. The remainder of their income will be spent on such items as the salaries of local officers and employees, office expenses, strike payments and rents, as well as on affiliation fees in cases where the locals are affiliated to a local or provincial federation of labour. (They may also pay to a district federation of their own union, although expenses of these are usually met by headquarters.)

Apart from the income derived from per capita taxes, charter fees, and a proportion of initiation fees, the headquarters may also levy assessments for specific purposes—for example, a strike fund, or when its financial resources become dangerously low; again, these are subject to limits laid down by the constitution. They will also derive income from investments, rent and other sources. From their income, they will pay the salaries and expenses of international officers, headquarters' administrative and office expenditures, district working expenses, strike benefits and welfare benefits, as well as affiliation fees to the Canadian Labour Congress.

In view of the autonomy possessed by the Canadian locals, any "exploitation" at the local level would be of Canadians by Canadians, and therefore a study of local finances would be of limited relevance to the discussion. It is therefore necessary for us to consider the financial aspects of the headquarters of the international unions.

The main source of information is that collected by the federal Government under the Corporation and Labour Unions Returns Act. Under the Act, all unions with 100 or more members resident in Canada and having a local

or branch in Canada are obliged to report their total income and expenditure for the year under review. Income includes "net dues and assessments," interest, dividends, rents and other income. Net dues and assessments include amounts received by headquarters in per capita taxes (referred to in the Act as "dues per capita"), initiation fees, assessments and fines, but exclude amounts refunded to locals and branches, and those paid to welfare plans administered by outside bodies.

The above information must be supplied by both international and national unions. In addition to this, the international unions must report aggregate figures for "net dues and assessments" from Canadian residents (on the income side), and for the salaries and remuneration of employees resident in Canada, and for strike payments and welfare benefits paid to members or locals in Canada (on the expenditure side). They are not requested to make any apportionment of other items of income and expenditure, such as interest, dividends and rent (on the income side), and office and administrative expenses, professional fees and depreciation, (on the expenditure side). In order to obtain an overall income and expenditure account of the Canadian operations of international unions, estimates have to be made of the latter items.

Before indulging in this guesswork, it will be useful to compare the income and expenditure on the reported items of the international and the national unions. From Table 1 it will be seen that **the per capita income from net dues and assessments of national unions in 1969 was greater than that of international unions and has increased more rapidly since 1962,** the year for which the first of these reports was published. In 1969, a member of an international union paid to his union headquarters an average of $30.15, compared with $33.44 paid by a member of a national union—that is, an average of $2.50 versus $2.79 a month. (In most cases, of course, this would have been paid by his local out of revenue derived from such monies as monthly dues and assessments.)

The higher figure for the members of national unions may be attributable to the fact that a larger proportion of union dues stays with the locals in the international unions than in the national unions. Among the national unions are many that are merely provincial or even smaller than provincial in scope; they have a direct relationship with their locals, providing them with services that would be provided by the locals themselves in the international unions. At the same time, the income received by the headquarters of the international unions does not include the income of those Canadian districts that are financed by affiliation fees paid directly by the locals.

Ken Eaton

A study of the financial provisions of union constitu tions does not help us much in comparing the per capi taxes of national with international unions, as many the former do not stipulate these in their constitution Table 2 indicates the difficulty of making a valid com parison. The constitutions of more than 50 per cent the national unions (30 out of 57) do not stipulate th per capita tax. To obtain figures on which a more vali comparison could be made, a survey would have to b undertaken of the per capita taxes levied by thos unions whose constitutions do not stipulate an amount

On the expenditure side, the only concrete comparati figures we possess are the expenditures on three items namely, salaries and other remuneration, strike benef expenditure, and pension and welfare benefits (see Tabl 1). Comparison between the latter two show that the na tional unions paid less per member in strike benefi and pension and welfare benefits than did the interna tional unions; this is even more true of pension and we fare benefits, as the national unions paid very sma amounts per member. In the case of salaries and othe remuneration, the expenditure per member was greate in the national than in the international unions, and has been rising more rapidly since the first report fo 1962.

It is interesting to note that in the case of the nationa unions, per capita expenditure on salaries and othe remuneration shows almost the same increase as the per capita income; but in the case of the internationa unions, the percentage increase in salaries is substan tially less than the percentage increase in income. Whe

nparing the salaries and other remunerations paid by national and the international unions, one should r in mind that the amounts given for the interna-nal unions do not contain any apportionment for sal-es of international officers who are not resident in nada, but who may render services to their Canadian ions. A true assessment would include an apportion-nt of the salaries not only of those who render spe-c services to Canada, but also of those headquarters' cers, such as the president, secretary-treasurer, re-rch officer and journal editor, who provide services he union as a whole.

ause little information exists about the salaries of officers of trade unions, it is difficult to make com-isons between those of the national and interna-al unions. Some information on the top officers can obtained from an analysis of the constitutions of the ons, although in this, as in the case of per capita es, the information provided by the nationals is less nprehensive than that provided by the inter-onals.

presidents and secretary-treasurers of international ons are responsible for a much larger membership n their counterparts in the national unions, so it uld be unfair to compare the salaries of these two ups. A more realistic comparison would be between salaries of presidents of national unions and those of -presidents or executive board members of interna-al unions. Such a comparison is contained in Table s can be seen, the information on the salaries of na-al union presidents is sparse; only 17 out of 27 con-itions contained such provisions. (The analysis is ed on constitutions operative as at December 31, 6.) Of these 17, there were six in which the salary of president was not stipulated in monetary terms. Any parison with the international figures must there-be highly tentative in the absence of further rmation.

survey were taken, however—bearing in mind that of the unions whose officers's salaries were not ulated in their constitutions were the CUPE and RT (their presidents then earned substantially less n $20,000 a year each)—it is highly unlikely that it ld show percentages in the upper salary ranges parable to those of vice-presidents of international ons. In 12 of the latter, representing a third of the to-Canadian membership of international unions, the -presidents received salaries of $20,000 and more.

We have argued that, as the presidents of international unions cater for a larger number of members than do those of national unions, it would be unfair to compare the salaries of these two classes of people. Size, however, is only one of the factors determining the salary of a union official. Many small unions, catering for highly paid employees, have to pay fairly high salaries in order to obtain the services of people with the necessary qualifications to understand the problems of their members. This would apply to national as well as international unions.

Funds across the border

The other facet of the argument is that the international unions make a surplus on their operations in Canada—that they receive more in income than they pay out in expenses. This charge is denied by the internationals, who claim that they spend more in Canada than they receive in income.

For example, an official of a Canadian national union, "citing Canadian government figures . . . said that a net total of $80 million has been poured into the United States trade union movement in the last seven years by Canadian union members." (Montreal **Gazette,** March 19, 1971.) On the other hand, the presidents of the Communication Workers, the United Rubber Workers, and the Oil, Chemical and Atomic Workers unions have all claimed that their unions were putting more money into Canada than they were taking out. (Toronto **Globe and Mail,** February 20, 1971.)

Unfortunately, the newspaper report in which the claims of the union presidents were made did not give any actual figures to substantiate the claims. **In the case of the United Steelworkers of America, however, the international with the largest number of Canadian members, it is probable that the Canadian operations have been subsidized, at least during the years 1962 and 1967.**

This tentative conclusion is drawn from Table 4, which is drafted from figures given in the union's half-yearly Audit Reports. From this, it will be seen that, in each year except 1966, there is a small surplus of income over the expenses of the Canadian district offices (Item 3), If one considers this surplus as the Canadian contribution to the costs of the international office, it will be seen that the percentage contribution of Canadian members (Item 5) to the international office never exceeded 7 per cent. This is substantially less than the Canadian percentage of total membership (approximately 12 per cent). It should further be borne in mind that the expenses of the international office included the costs of

the Canadian national office (the USW has a national office as well as district offices) and the affiliation fees to the Canadian Labour Congress; these items alone would absorb a considerable part of, and perhaps more than, the surplus.

In order to decide whether the international unions as a whole show a deficit or surplus, however, we have to use the aggregate figures provided by the CALURA administration. The first pitfall in using these figures is indicated in the above-quoted remark of the national union official. The surplus to which he refers is derived from subtracting only certain specified items of expenditure (namely, those referred to in Table 1) from net dues and assessments. Other items of income and expenditure, which are discussed in the ensuing paragraphs, are not taken into account in arriving at this surplus. In fact, using only these selected items of income and expenditure, it could be argued that the national unions, representing a much smaller membership than the internationals, made a surplus of $58 million in the same period. And a glance at Table 1, which is based on these figures, will show that, **in 1969, the surplus per member of the national unions was $15.18, compared with one of $7.20 for the international unions.**

A more complete list of appropriate items of income and expenditure is given in Table 5. Items 1, 5a, 8 and 9 are the aggregate figures from which the per capita amounts in Table 1 have been calculated. These are the only items for which the CALURA administration requests the international union to give appropriate apportionments for their Canadian operations. In the case of the other items, the unions are merely requested to give amounts for the union as a whole. Consequently to arrive at an income and expenditure account for the Canadian operations of these unions, some apportionment of these total amounts has had to be made.

As Canadian membership is approximately 7 per cent of the total membership of the international unions operating in Canada, the figures given in Table 5 for items 2, 3, 6, 7, 10, 11 and 12 are estimated by taking 7 per cent of the total union amounts for these items. It would, however, be unfair to charge the Canadian operations with 7 per cent of the gross salaries, wages and other remuneration of officers and employees other than those resident in Canada (Item 5b); and in this case the figure used is one per cent of the total. This is an arbitrarily chosen percentage; it is probably an overestimate, because the totals of items 5a and 5b are usually well above 7 per cent of the total gross salaries and other remuneration of the international unions.

There is no denying that these estimates are crude. Th supporters of international unions might argue that it unfair to allocate as much as seven per cent of interes dividends and rent and other incomes to the incom side of the Canadian operations, for the Canadian ope ations have been subsidized in the past and have nc contributed to the surplus from which the above incom is derived. At the same time, there will be differenc between the supporters and opponents as to a realist allocation of the non-selected items of expenditure.

In order to achieve greater accuracy, more informatio would be required from the international unions as t their assessments of realistic apportionments of thes items. For the first three reporting periods, the AFI CIO made estimates based on questionnaires to the affiliates; these indicated a debit balance of $973,783 1962, and credit balances of $1,514,773 and $1,225.47 in 1963 and 1964. (See J. Crispo, **International Unio ism**, p. 276). These figures, however, did not make ar assessment for the Canadian apportionment of interes dividends, rent and other income.

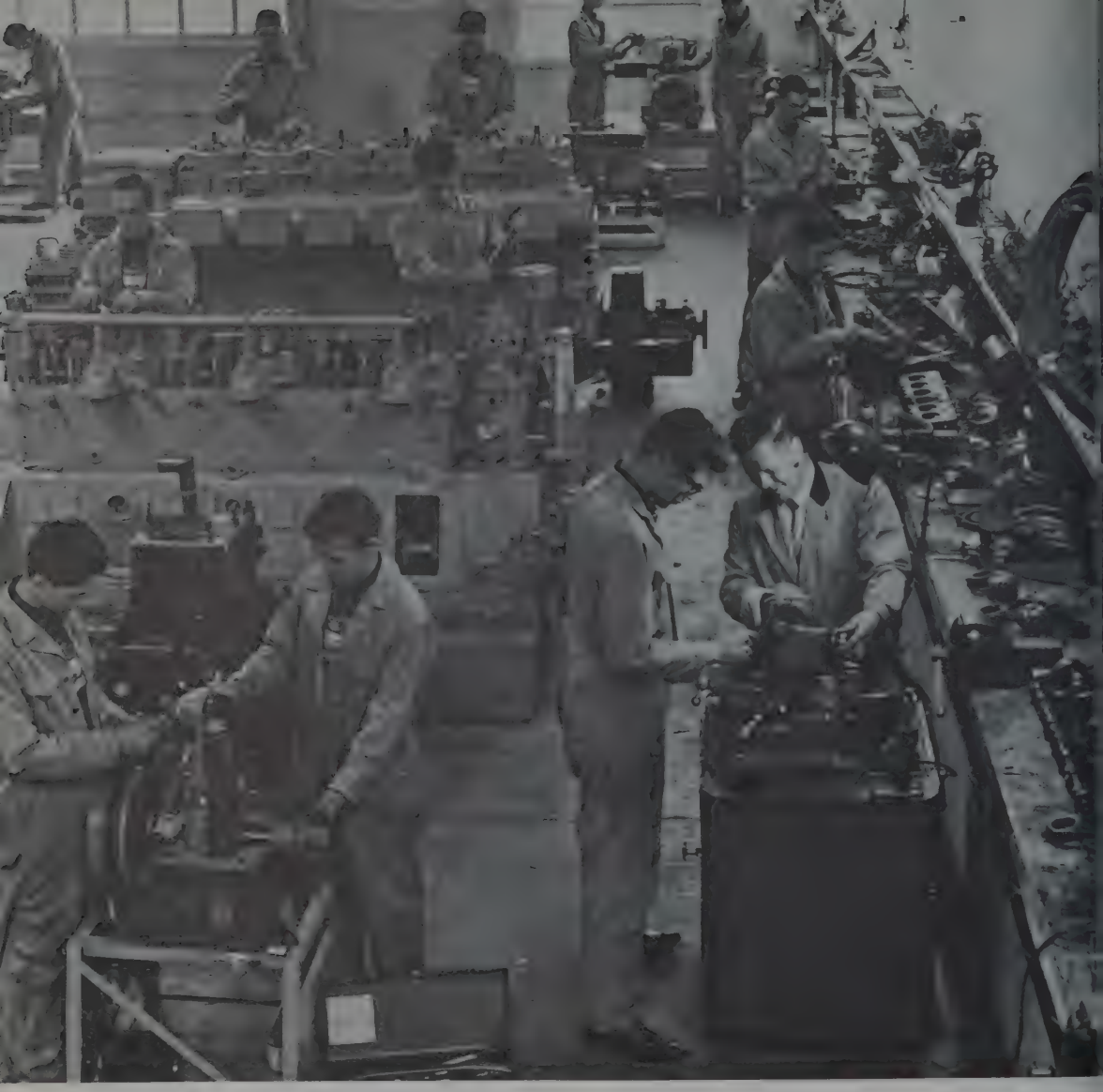
One of the most significant items to emerge from Tab 5 is the important part that strike benefit expenditu plays in deciding the magnitude of the balance. **A hea strike expenditure in the Canadian operations, as 1965, 1966, 1968 and 1969, can drain to a considerab extent the resources of the international unions.** Th costliness of the strike weapon to the unions is indicate in an article by Wilfred List in **The Globe and Mail** November 10, 1970. The 1970 strike against Gener Motors faced the UAW with the necessity of mortga ing some of its properties and borrowing from oth unions. List estimates that Canadian members of th Steelworkers drew about $11.5 million in strike pa from the international in 1969 in support of strikes the Steel Company of Canada and International Nicke If it were the objective of the internationals to make surplus on their Canadian operations, then it would b in their interests to try to minimize the amount of strik activity in Canada.

In this respect, some estimates of strike income and e penditure of the Auto Workers are interesting. Th union has a separate strike fund, into which is allocate a portion of the per capita tax as determined by th constitution. As this makes it possible to estimate the i come this fund derives from the Canadian membershi and the union journal publishes a statement containir its strike expenditure in Canada, it is possible to dra up a strike income and expenditure account for th union (see Table 6). From this, it will be seen that, b **tween 1964 and 1969, the UAW Strike Fund paid o more to Canadian members than it received.** These fi ures do not take account of the "Miscellaneous" item

e international's fund, which covers donations to non-AW strikes, some of which may have been in Canada. ıring the same period, the total income of the UAW ike fund exceeded expenditure by about $17 million, d the balance of the fund increased commensurately.

is not possible to use the CALURA figures to draw up trike income and expenditure account for all interna-nal unions operating in Canada, as all unions do not ve a separate strike fund allocation, as does the AW. In many unions, strike benefits are paid out of a neral fund, and assessments would be made only ıen this fund got dangerously low. Consequently, the ures given by CALURA for "strike benefit assess-ents" would understate the amounts paid by Cana-an in financing strikes.

From the evidence here presented, however, it is probable, but by no means certain that, taking into account Canada's share of income other than that derived from dues and assessments, the international unions now show a credit balance on their Canadian operations. In years of intensive strike activity, there may be a debit balance, but in other years the credit balance could be substantial. From 1962 to 1969, according to the calculations used in Table 5, the over-all net income was $16½ million. During the same period (using CALURA figures), the over-all net income of the international unions was $442 million, and of the national unions, $9 million (see Table 4a). As the Canadian membership of the national unions was about 7 per cent of their total membership, these figures show a disproportionately low contribution to the net income of their unions. And **because Canadian membership of the international**



unions is about double that of the national unions, the per capita contributions of international union members to the resources of their unions are not greater than are those of members of national unions.

The fact that the Canadian members have contributed to the funds of the international unions is a factor that should be taken into account in any discussion regarding the formation of separate Canadian unions. According to the 1969 CALURA report, the net worth—that is, assets minus liabilities—of the international unions operating in Canada was $1,006 million, and the total membership of these unions was approximate 17,700,000. This means that each member has an vestment of approximately $55 in his union. As th unions have a Canadian membership of 1,370,000, t complete secession of all these members from the int national unions would mean the complete loss of co trol over an investment of $78 million. This figure do not take into account those funds held by the lo unions that might be impounded by the internation in the case of secession. The establishment of Canadi unions to cater for the members already in the interr tionals would necessitate equivalent resources if th unions were to be equally effective.

ocals' finances

he amount of fees and dues that locals charge their embers is an internal Canadian matter, as these are sually decided by the Canadian locals themselves. As ready stated, the usual practice is to allow the local to etermine the amount of fees and dues to be charged its embers, the constitution merely stipulating a minum and a maximum, as well as the amounts that ave to be paid to headquarters. Thus, a limited nount of information on the income side of locals' finces can be obtained from the union constitutions.

he constitutions of international unions are much ore comprehensive than those of the national unions, nd they contain more provisions regarding finances. lmost all the constitutions of international unions conin provisions for monthly dues and initiation fees, hereas there are a large number of national unions hose constitutions do not contain such provisions. Furermore, in many of the national unions whose constiitions do contain provisions for dues and initiation es, the amounts are often not stipulated, but are deded either by the convention or the executive board.

n a study conducted by the Canada Department of Laour (J. K. Eaton, **Constitutional Framework of Union inance,** see p. 33-35), it was found that the largest pertntage of members of internationals were in unions hat established minimum monthly dues of between $4 nd $4.99, whereas the largest percentage of members f national unions were in unions that established minnums of between $2 and $2.99. Although the evidence not conclusive, it is reasonable to suppose that the onthly dues charged by locals of national unions were ss than those charged by the locals of international nions.

itiation fees constitute a small proportion of union inme: even in the international unions, where initiation es are much more common than in the national nions, they represented only 3.1 per cent of total inme from dues and assessments in 1967. The practice charging initiation fees, however, is more common in e international than in the national unions; and in the tter, the majority of initiation fees are in the lower nges. High initiation fees, like welfare plans, are condered more important as a means of maintaining exusiveness and union loyalty. Welfare plans are more mmon among international than among national nions.

he monthly dues charged by the locals will depend ry largely on the services they have to provide in the sence of such services being provided by the national or international headquarters. For example, where a local employs a business agent, the revenue, and consequently the dues, of the local will be greater than that of a local that does not need to employ one. For this and other reasons, there is considerable variation in the amount of dues charged by locals, and in order to obtain a true picture of the sources of locals' incomes, it would be necessary to conduct a survey of Canadian locals.

So far, no such research has been conducted. Local unions are not required to report under the CALURA, and, to quote the 1962 CALURA report (p. 127), "as local financial accounts are not consolidated with those of headquarters, financial affairs of local unions are not reflected in the statistics in this report."

Taxation statistics for the years 1965 to 1968 indicate that the amount paid in dues to locals was about double the amount paid by locals to the headquarters of both national and international unions in net dues and assessments. According to the 1968 CALURA report (Table 30, p. 90), the latter amount was $67,921,000; **Taxation Statistics** (1970 edition, Table 3, p. 38) shows that exemptions and deductions for union and professional dues in 1968 for all employees (excluding professionals) totalled $135,393,000. Statistics for 1965, 1966, and 1967 show approximately similar relationships between "net dues and assessments" and "exemptions and deductions for union and professional dues." Because some union members would not be included in the taxation statistics, the total amount paid in union dues to locals would be slightly above that given in the taxation statistics, but not appreciably so. (From these figures, the average union dues per member in 1968 was $65 per annum.)

Need for more information

The purpose of this article has been to shed a little light on a subject on which much heat has been generated. The deficiencies in the material used have been clearly recognized, and the tentative nature of any conclusions indicated. The administrators of CALURA are aware of the deficiences in the information they provide, and have stated that **the limitations in their report "make apparent the gaps and deficiencies of the existing informational resources, particularly in the key areas of international union financial transactions, collective bargaining agreements and local union activity"** (1967 Report, p. 126).

The gaps in information regarding collective bargaining agreements are outside the scope of this article. Obtaining more information about international union financial transactions raises the problem of the correct method of apportioning the cost of services provided by headquarters, such as research, legislation, publications and education. The CALURA report argues that "the money costs assignable to these services are immeasurable, inasmuch as, in many respects, they are not reducible to simple monetary terms." It was for this reason that reporting was limited to items of direct income and expenditure, for which no apportionments were necessary.

It is however, incumbent upon the unions—international or national—to supply their own members with full information on the financial affairs of the union, as recommended by the Wahn Committee: "Financial statements in reasonable detail, giving members a clear view of the financial operations of the unions, should be made available to all members". **(Eleventh Report of the Standing Committee on External Affairs and National Defence respecting Canada-U.S. Relations,** 1970, p. 61.)

Several unions do provide their members with such financial statements, among these being the two largest international unions operating in Canada, the Auto Workers and the Steelworkers. The Auto Workers publish in their monthly journal an annual financial statement containing a comprehensive list of income and expenditures, including the expenses of the Canadian district office, and of strikes in Canada.

The Steelworkers publish a half-yearly Audit Report, which is freely available, and which is more comprehensive than that of the Auto Workers. It contains a statement of the receipts from, and per capita refunds to, every local in the union, as well as district summaries of these receipts and refunds, and the expenses in detail of the international and district offices. Since 1968, when provision was made for a separate strike and defence fund, the receipts and payments of the fund have been reported on a district basis.

In the International Association of Machinists each lodge (local) receives from headquarters a half-yearly audit report and a monthly statement of receipts and disbursements; they also receive from the Canadian office a half-yearly financial statement for the Canadian operations (in English or French). All these documents have to be tabled at the lodge meeting. Prior to its merger with the Amalgamated Meat Cutters, the Packinghouse Workers union produced a detailed separate finance report for its Canadian district; this practice has been continued in the merged union.

Less information exists about union locals' finan and some research into this subject might be useful, though, as argued above, it is not relevant to the curr discussion on international union finance. In the U local unions are obliged, under the Landrum-Gri Act, to report on their finances. This act however, introduced in the aftermath of a Congressional inq into union corruption, when Congress concluded t tighter government surveillance of the unions necessary.

There is no evidence of widespread corruption in Ca dian unions to merit such surveillance, the demands more information arising mainly for reasons connec with the current public discussion on questions of Ca dian nationalism. Canadian unions have never been duly backward in responding voluntarily to Gove ment requests for information about their operatic and it would be more in line with Canadian tradit that such voluntary approaches be continued.

It is natural that Canadian citizens should be concer about institutions whose purse strings are held by ha other than those of Canadians. **The union movem however, is itself composed of Canadian citizens an probably more responsive to Canadian national feeli than are other across-the-border institutions. At the ment, there are good indications that it is seeking to d with the situation.**

(Dr. J. K. Eaton has been an economist in the Econc ics and Research Branch of the Canada Department Labour since 1968. Before this, he was research direc for the Public Services International, the internatio federation of trade unions in the public service. He also been a consultant to ILO, UNESCO and OE missions. He graduated from the London School Economics and received his PH.D. from London U versity. Dr. Eaton has been active in the trade un movement since 1939 when he organized colliery cle in the Yorkshire, England, coalfields. He is joint aut of **Union Growth in Canada, 1921-1967,** and author **Constitutional Framework of Union Finance,** publish by Information Canada. The opinions expressed in accompanying article are those of the author, and not necessarily reflect the views or policies of the C ada Department of Labour.

able 1—Per Capita Amount of Selected Financial Data Relating to the Canadian Operations of International and National Unions, 1962-1969

	1962	1963	1964	1965	1966	1967	1968	1969
	($ per member)							
INCOME (SELECTED ITEMS)								
Income on account of net dues and assessments paid by or credited to residents in Canada								
i International unions	21.87	23.18	23.23	23.95	24.51	26.67	30.67	30.15
ii National unions	16.68	18.64	18.79	22.13	25.54	29.74	33.29	33.44
EXPENDITURE (SELECTED ITEMS)								
a Gross salaries, wages and other remuneration of officers and employees resident in Canada								
i International unions	7.59	7.44	7.84	7.47	7.77	7.85	8.81	8.35
ii National unions	6.48	7.19	7.75	9.24	10.37	11.44	12.75	13.67
b Strike benefit expenditure to members resident in Canada and locals and branches in Canada								
i International unions	2.55	1.42	2.78	7.41	6.88	3.80	10.74	12.15
ii National unions	0.58	1.42	0.58	1.57	1.48	2.98	1.07	4.27
c Pension and welfare benefits paid by the union to beneficiaries resident in Canada								
i International unions	2.33	2.39	2.34	2.30	2.24	2.09	2.27	2.45
ii National unions	0.08	0.12	0.14	0.32	0.22	0.26	0.31	0.32
d Total (selected) expenditure (a+b+c)								
i International unions	12.47	11.25	12.96	17.18	16.89	13.74	21.82	22.95
ii National unions	7.14	8.73	8.47	11.13	12.07	14.68	14.13	18.26
SURPLUS ON SELECTED ITEMS (1-2d)								
i International unions	9.40	11.93	10.27	6.77	7.62	12.93	8.85	7.20
ii National unions	9.54	9.91	10.32	11.00	13.47	15.06	19.16	15.18

urces: Annual Report of the Minister of Industry Trade and Commerce under the Corporations and Labour Unions Returns Act (Part II) 1962, 1963, 1964, 1965, 1966, 1967, 1968 and 1969.

otes: These figures are derived from Tables 27A, B, C of the 1963 Report (for revised 1962 figures), Tables 26 of 1963, 1964 and 1965 Reports, Table 30 of the 1966 Report and Table 32A of the 1967, 1968 and 1969 Reports. The 1962 membership figures are also revised in the 1963 Report.

The Government Employees' Organizations, none of which are international, have been included in the figures for national unions. The per capita amounts have been obtained by dividing the published total figures by the appropriate membership.

able 2—Analysis of Per Capita Taxes as Laid Down Union Constitutions, as at December 31, 1966

	International Unions	National Unions
o constitutional provision	1	15
eadquarters received all fees and es	1	5
xed by convention, or other body	1	10
ased on income or type of members, or income, type or size of local	18	8
xed amount, between		
$ .00 and .99	7	9
$1.00 and 1.99	17	4
$2.00 and 2.99	28	6
$3.00 and 3.99	9	—
	82	57

urce: J. K. Eaton, "Constitutional Framework of Union Finance", (Information Canada, Ottawa, 1970), see Appendix A, pp. 185-188.

Table 3—Range of Salaries of Presidents of National Unions Compared with Those of Vice-Presidents and Executive Board Members of International Unions, as at December 31, 1966

	Presidents of National Unions			Vice-Presidents of International Unions			E.B. Members of International Unions		
	No. of Unions	No. of Members	% of Total Members of National Unions	No. of Unions	No. of Members in Canada	% of Total Members of International Unions in Canada	No. of Unions	No. of Members in Canada	% of Tota Members Internation Unions in Canad
Under $5,000	1	440	0.1	3	37,140	2.9	5	37,702	3.0
$ 5,000 - $ 9,999	1	3,213	0.7	3	31,843	2.5	3	79,933	6.3
$10,000 - $14,999	2	21,655	5.3	17	206,292	16.4	5	54,401	4.3
$15,000 - $19,999	—	—	—	14	191,504	15.2	6	179,207	14.2
$20,000 - $24,999	—	—	—	7	193,707	15.4	3	215,352	17.1
$25,000 and over	—	—	—	5	229,981	18.3	—	—	—
For lost time only	6	19,383	4.7	8	60,252	4.7	11	125,368	9.9
According to wage of craft or industry	1	1,250	0.3	1	7,507	0.5	—	—	—
Amount not stipulated	6	167,656	41.1	21	250,096	19.9	12	121,273	9.6
Total involved in the "Survey of National and International Unions"	27	407,356	100.0	87	1,255,512	100.0	87	1,255,512	100.0

Source: As for Table 2, pp. 147-148. The figures for provincial unions have not been used, because none of them stipulate their president's salary in mo tary terms.

Note: The totals include those unions whose constitutions made no provision.

Table 4—Income and Expenditure of the United Steelworkers of America on Their Canadian Operations, 1962-1967

		1962	1963	1964	1965	1966	19
		$000	$000	$000	$000	$000	$0
1	Net income received by international headquarters from Canadian locals	2,203	2,485	3,015	3,397	3,772	4,0
2	Total expenses of Canadian district offices	1,968	1,908	2,151	3,030	3,875	3,4
3	Balance of income after meeting expenses (equals Canadian contribution to expenses of the interntional office)	235	577	864	367	−103	6
4	Total expenses of the international office	11,738	11,801	12,805	13,035	13,842	14,7
5	Canadian contribution as a percentage of the total expenses of the international office	% 2	% 5	% 7	% 3	% —	

Source: Audit Reports of the United Steelworkers of America. These reports are produced half-yearly, the above figures being the sums of the figures d rived from the two appropriate reports.

For item 1; see Exhibit 1 in the appropriate reports. The above figures are the receipts minus per capita refunds for the three Canadian distr then existing.

For item 2; see Exhibit 3 in the appropriate reports. The above figures are the total expenses of the three Canadian districts. N.B. They do not clude the expenses of the Canadian national office, which are included in the figures for item 4.

For item 3; Item 1 minus Item 2.

For item 4; see Exhibit 2 in the appropriate reports.

For item 5; Item 3 expressed as percentage of item 4.

N.B. In 1968, the Audit Report took another form in which strike expenditures were shown separately. In the same year, the number of Canad districts was reduced from three to two.

able 5—Estimated Income and Expenditure of International Unions on Their Canadian Operations, 1962-1969

	1962	1963	1964	1965	1966	1967	1968	1969
	$000	$000	$000	$000	$000	$000	$000	$000
NCOME								
Net dues and assessments from Canadian members [1]	22,123	23,981	25,516	28,297	30,987	35,154	41,514	41,377
Interest, dividends and rent (apportionment) [2]	1,835	2,161	2,402	2,434	2,793	3,177	3,507	3,963
Other income (apportionment) [2]	1,669	1,458	2,409	2,311	1,795	1,669	2,260	2,630
Total	25,627	27,600	30,327	33,042	35,575	40,000	47,281	47,970
XPENDITURE								
Gross salaries, wages and other remuneration of								
a officers and employees in Canada [1]	7,677	7,700	8,616	8,821	9,828	10,343	11,920	11,462
b other officers and employees (apportionment) [3]	1,124	1,129	1,224	1,197	1,312	1,396	1,546	1,487
Office and administrative expenditure (apportionment) [2]	3,091	3,212	3,305	3,303	3,344	3,562	4,356	5,202
Professional fees and expenses (apportionment) [2]	511	588	504	569	631	638	702	672
Strike benefit expenditure to members and locals in Canada [1]	2,575	1,467	3,050	8,755	8,702	5,015	14,547	16,683
Pension and welfare benefits paid by unions to beneficiaries in Canada [1]	2,360	2,478	2,566	2,715	2,827	2,758	3,077	3,369
Contributions to pension and welfare plans administered by entities separate from unions (apportionment) [2]	1,119	1,156	1,194	1,261	1,483	2,059	2,269	2,366
Depreciation on fixed assets (apportionment) [2]	152	153	162	158	156	163	242	242
Other expenditure (apportionment) [2]	6,471	5,678	6,865	6,561	6,105	6,711	6,559	7,683
Total	25,069	23,561	27,486	33,340	34,388	32,645	45,218	49,166
Net income on Canadian operations	+558	+4,039	+2,841	−298	+1,187	+7,355	+2,063	−1,196
	Reported Total Net Incomes of International and National Unions, 1962-1969							
Net Income of International Unions [1]	31,472	51,372	9,903	48,148	63,079	50,585	85,348	102,284
Net Income of National Unions [1]	200	653	690	313	1,484	1,823	3,531	172

s published.
per cent of published figures.
per cent of published figures.

urces: See Table 1. For the published totals from which these figures are derived, see Table 16 of the 1962 report, Tables 24 of the 1963, 1964 and 1965 reports, Table 28 of the 1966 report and Table 30 of the 1967, 1968 and 1969 reports.

ABLE 6—United Auto Workers—Income and xpenditure of Strike Fund in Canada, 1964-1969

	Income [1]	Expenditure [2]
	$000	$000
964	1,163	1,771
965	1,452	3,293
966	1,362	568
967	3,984	1,071
968	3,859	9,698
969	2,862	965
Total 1964-1969	14,682	17,366
Excess of expenditure over income		2,684

[1] These figures are calculated by multiplying the Canadian membership by that portion of the per capita tax allocated to the strike fund as indicated in the union constitution. From 1964 to September 1967 and from January to March 1968, this amount was $1.25 per member per month; in the last three months of 1967, a special levy was made, amounting to $11.25 per month for members whose standard hourly wage rate was $3 or less, and $21.25 if $3 or over; from April 1968 to December 1969, members paid a monthly per capita tax equivalent to two hours straight-time pay, of which 30 per cent was allocated to the strike fund. For 1967, 1968 and 1969 the per capita payments into the strike fund have been estimated by dividing the union's total strike fund dues and levies by total union membership. As U.S. wages are higher than Canadian, the Canadian contribution to the strike fund will be slightly overestimated.

[2] Figures taken from "Solidarity", the monthly journal of the UAW (issues dated May 1965, April 1966, June 1967, July 1968, June 1969, September 1970). The figures do not include any portion of the "Miscellaneous" item of strike expenditure that covers assistance given to non-UAW strikes, some of which may have been in Canada.

Beware: addicts at work

The average cost of an alcoholic to his Canadian e ployer is estimated at about 25 per cent of his earnin and according to Sydney Katz, noted mental health searcher and writer, the national cost for each worki day a decade ago was $1 million. In the United Stat the annual cost has been estimated at $6 to $8 billion double the time lost annually by all U.S. workers l cause of strikes. These facts, among others, w brought out at a special Vancouver conference on dr and alcohol sponsored by the Workmen's Compen tion Board of British Columbia. Sickness absenteeism alcoholics in North America is about 2.5 times that others; an alcoholic is more prone to accidents, he n only endangers himself but others, and his fellow e ployees have to make up the slack caused by inefficiency.

"While the image of the derelict alcoholic still ling on, statistics show that only 3 per cent of the alcohol are on skid road," Joe Morris, Executive Vice-Preside Canadian Labour Congress, told delegates. "Half those dependent on alcohol are employed. With the creasing use of drugs, I expect we shall see a cor sponding rise in problems on the job associated w drugs." But alcoholism, he said, is the major problem present, and the economic loss to industry is high. terms of treatment, often the only way to get alcohol to take positive action is to threaten them with the l of their jobs. Loss of income generally works more of than the exhortations of family and friends. These t reasons, plus a union's own concern for the welfare its members, indicate that the union can play an imp tant role in any treatment program."

Obtaining the union's co-operation, however, was n always easy, and for some good reasons, Morris serted. If the program is initiated by management wi out consulting the union, it is doomed before it sta The union will see the program as a company one a the best medical services may not be properly utilized a result. A 1968 Industrial Conference Board survey 120 sizeable manufacturing firms in the United Sta revealed that only 17 firms fully consulted with t union and in 22 others partial consultation took pla Only eight companies described their program as join operated. And what may be even more significant, o 12 per cent had any provisions in their collective agr ment relating to alcoholism.

The effectiveness of any program will be affected by e general relations between union and company," he id. "If the union views the company as breaking part the collective agreement it is most unlikely that they ll co-operate with management in the area of treatent for alcoholics. For example, given a hostile atmohere, what do you think the union's reaction is going be when the company doctor says that an active shop eward has an alcohol dependency problem? Even if e union agreed with the doctor, it would quite likely ht any action on the company's part." When an emoyed person needs treatment, the existence of a sicksss benefit plan with coverage for alcoholism, or for me other source of income during the treatment pe)d, may be crucial in gaining the person's co-operion, especially if financial problems were the major use of his addiction.

ie economy should be planned for full employment, orris declared, and guaranteed assistance should be ven to those unable to work. "It is of little use to tell a an that he must stop drinking and get a job if locally ere is no employment to be had. Although unemployent by itself does not cause drug dependency nor emoyment by itself cure the problem, a job is a very va alternative to a life of drug dependency. That young eople under 25 are berated for their experimentation ith drugs—not to mention their receiving welfare—at e same time that unemployment rates are annually er 6 per cent for the general population and over 11 r cent for them, is one of the tragic ironies of today."

here are predictions that drug addiction will eventually rpass alcoholism as a major personnel problem in instry. Ontario industry alone has 100,000 alcoholics; .S. industries, about 2 million. According to the Naonal Council on Alcoholism, 3 per cent of the workrce are problem drinkers, and drinking interferes with e work performance of 1 per cent.

About 40 per cent of high school students, and from 40 to 60 per cent of college students are experimenting with drugs. It was estimated that 5 to 6 per cent of college graduates would become narcotic addicts by 1973. "There is an amazing increase in narcotic addiction among 17-25 year olds in Detroit, with age group, drug related arrests rising from 964 in 1969 to 2,554 in 1971," said Dr. Robert G. Wiencek, Medical Director, Detroit Diesel Allison Division of General Motors. Dr. Wiencek made his remarks during a 1971 conference sponsored by the London and District Branch of the Canadian Manufacturers Association, and his opinion was quoted at the Vancouver conference by A. R. Huntington, President and General Manager, Service Packing Company, Vancouver. "If a comparable increase has occurred in your city where are your new employees going to come from without the risk of hiring addicts? Responsible positions may be held by addicted college graduates. Consider the potential security problem presented by an addict with a habit that requires $30 to $40 a day. Chances are he will be seeking buyers for data." **Thefts from inventory are also a serious factor, he said. The extent of these thefts can be related to the number of drug users in the workforce.**

In treating alcoholism, Alcoholics Anonymous achieves 6 to 8 per cent total abstinence, and psychiatric treatment, 6 to 7 per cent, but if these are combined in an employer-sponsored rehabilitation program, the result is reported as 27 per cent total abstinence. From this, Dr. Wiencek concludes that an employer-sponsored rehabilitation program for drug addicts with continued employment as a part of it, should yield similar results.

"Understandably, no business organization is prepared to be a social rehabilitation unit," Dr. Wiencek said. "The problems of society, however, affect us all and are present within your workers." Employers had to be aware of the addiction problem in society at large and to be on the lookout for its manifestation in their respective groups. "When a machine fails, the first thought is to repair it, not scrap it. The failure of a man deserves no less concern, no matter whether he is a drug addict or an alcoholic."

Price indexes

Consumer, April 1972

The consumer price index (1961 = 100) increased 0.6 per cent to 138.2 from 137.4, and was 4.5 per cent higher than a year earlier. The food index, which increased 0.9 per cent, was the main contributor to the latest advance in the all-items index. There were also increases in the tobacco and alcohol component 1.9 per cent; clothing 0.7 per cent; housing 0.3 per cent; transportation 0.2 per cent; and health and personal care 0.4 per cent.

The food index advanced 0.9 per cent to 138.3 from 137.1 and was 7.1 per cent higher than in April a year ago. The level of prices for food consumed at home rose 0.9 per cent and restaurant meal prices 0.4 per cent. Meat, eggs and fruit were mainly responsible for the latest increase in the price of food for home consumption. The meat, fish and poultry index advanced 0.8 per cent—beef prices 0.4 per cent; chicken 1.3 per cent; and pork, on average, only marginally. Since April 1971 the meat, fish and poultry index rose more than 12 per cent with poultry and pork prices increasing by 18 per cent and 17 per cent, respectively, and beef prices by more than 10 per cent over the 12-month period. Egg prices increased 11.7 per cent, only 4 per cent above their level of a year earlier. Fruit prices, on average, rose 6.7 per cent and were 14 per cent higher than in April 1971. Notable increases for all fresh fruits except grapefruit, were recorded. Most canned, dried and frozen fruit quotations were slightly lower. The vegetable index was the only major component in the food index to register a decrease, dropping 2.7 per cent between March and April in contrast to the previous five years when increases were recorded between these two months.

In April, 1972, important decreases were registered for celery, lettuce and cabbage, but the price of potatoes, turnips and tomatoes was higher. Canned vegetables recorded small price declines. An increase in the component for bakery and cereal products was mainly due to higher cake and biscuit prices, although bread quotations fell slightly. Among dairy products, fluid mi prices increased because of higher store and home d livery charges in Vancouver and Victoria. Butter, pr cessed cheese and ice cream prices declined slightl Among other food items, sugar prices were lower b they were still 25 per cent above the level of April year ago. Decreases were recorded also for jelly po ders and peanut butter; honey and jam prices register important gains.

The housing index rose 0.3 per cent to 141.6 from 141 because of a 0.5 per cent increase in the shelter comp nent resulting from higher mortgage interest costs a new house prices. There was no change in the hous hold operation component. The furniture index d clined 0.2 per cent as sale prices on living room suites Halifax, Montreal and Toronto outweighed scatter increases for bedroom and dinette suites, kitchen se and mattresses. Among other household operatic items, reduced prices were recorded for light bulbs ar cleaning supplies. There were higher quotations for ca pets, cotton sheets, glassware and dishes. Between Ap 1971 and April 1972 the housing index advanced 4 per cent, with increases of 4.9 per cent and 2.9 per ce in the shelter and household operation componen respectively.

The clothing index increased 0.7 per cent to 131.1 fro 130.2, and was 2.5 per cent above its level of a year ag All major elements, except clothing services, register increases. Men's wear advanced 1.4 per cent with high prices for suits, work socks and pyjamas more than of setting lower quotations because of sales in some citi for items such as topcoats and trousers. The women wear component rose 0.4 per cent mainly as a result increased prices for dresses, nightgowns and sweater Children's wear advanced 0.8 per cent as a result higher prices for boys' slacks, girls' cotton dresses, an infants' diapers and overalls. Because of increased co ton and rayon dress material, the prices of piece goo also increased 0.8 per cent.

e transportation index rose 0.2 per cent to 133.0 from .8, and was 2.8 per cent above its level of a year ear-. The main reason for the increase was an advance of per cent in gasoline prices following a rise in the vincial tax levy in Ontario and an increase in car li-ce fees in Saskatchewan. The inter-city transit com-ient rose 0.3 per cent in response to a seasonal rise in train fares index.

e health and personal care index increased 0.4 per t to 148.0 from 147.4 and was 4.7 per cent higher n a year ago. The dentists' fees index advanced 2.0 cent. Personal care supplies' prices declined 0.4 per t with reductions, because of sales, for toothpaste, or blades and cleansing tissues, partially offset by her prices for toilet soap and shaving cream.

e recreation and reading index was unchanged at .3 and was 2.2 per cent above its level of April 1971. e tobacco and alcohol index rose 1.9 per cent to 132.1 m 129.6. It was 3.5 per cent above its level of April 1.

nsumer price index items, when classified by com-dities and services, offer another view of the inci-ce of the change in prices. While the services index e 0.3 per cent between March and April, the total modities index advanced 0.7 per cent, reflecting ce increases of 0.9 per cent for food and 0.7 per cent non-durables excluding food. Higher prices for al-olic beverages, tobacco, clothing and gasoline were main cause of the advance in the index for non-du-les excluding food. Durables, on the other hand, de-ed 0.1 per cent, reflecting lower quotations for some niture. The advance in the services index was mainly e to higher dental fees and mortgage interest costs, l a seasonal increase in the train fares index.

y consumer, April

tween March and April the consumer price index 61 = 100) rose in all regional cities and city-combina-ns, with increases ranging from 0.2 per cent in Mon-al, Winnipeg and Saskatoon-Regina to 0.7 per cent in awa, Thunder Bay and Vancouver. Food indexes ad-ced in all cities, with increased prices for most ats, poultry, eggs and fresh fruit. Higher prices for n's suits and women's dresses and footwear, contrib-d to increases in the clothing index for all cities. alth and personal care components rose in nine es, mainly as a result of increased dental fees. Hous-and transportation indexes registered mixed move-nts. Tobacco and alcohol indexes were unchanged in cities except Ottawa, Toronto and Thunder Bay. The reation and reading index was unchanged.

Regional consumer price index point changes between March and April were: On the base 1961 = 100: Ottawa +1.0 to 135.4; Vancouver +.9 to 131.6; Toronto +.8 to 133.4; Saint John +.6 to 129.5; Edmonton-Calgary +.6 to 132.0; Halifax +.5 to 129.9; St. John's +.4 to 127.5; Montreal +.3 to 130.4; Winnipeg +.3 to 131.9; Saskatoon-Regina +.3 to 127.3. On the base 1969 = 100: Thunder Bay +.7 to 107.0; Quebec City +.5 to 107.0.

City indexes are not as comprehensive in price content as the Canada consumer price index and may underestimate slightly the degree of price movements occurring. In this connection, the shelter component of the city indexes moves on the basis of changes in rents only; changes in both rents and home ownership costs are included in the Canada index. As a result of home ownership costs having increased more rapidly than rents, the housing and all-items indexes for cities underestimate somewhat the rates of price increases, particularly over longer periods. Studies are underway by Statistics Canada to incorporate home ownership prices in city indexes.

Wholesale, April

The general wholesale index (1935–39 = 100) declined 0.3 per cent in April to 303.4 from the March index of 304.2. It was 5.2 per cent higher than the August 1971 index of 288.4. Four of the eight major group indexes were lower and four advanced.

U.S. consumer, April

The United States consumer price index (1967 = 100) rose 0.2 per cent (seasonally adjusted) to 124.3 in April, and was 3.4 per cent above the April 1971 level. The rise remained moderate mainly because of a second month of essentially stable food prices, the U.S. Labour Department reported. On the average, food prices were unchanged from March and on a seasonally adjusted basis, declined 0.1 per cent. The report showed higher prices for, among other things, men's clothing, used automobiles, restaurant meals, electricity bills, magazine subscriptions, alcoholic beverages, property taxes and various home repair services. Besides food, there were reductions in gasoline and in mortgage interest rates.

Of about 100,000 prices tabulated in both March and April, 74 per cent showed no change, 14 per cent went up and 12 per cent went down, a special analysis showed. Of 5,000 rental units surveyed in April, 17 per cent showed rent increases since last October.

General topics

Employment review

The seasonally adjusted unemployment rate declined in April to 5.8 from 6.0. In April 1971 it was 6.7. During the month the rate decreased for persons 14 to 24 years old and women 25 years of age and over. The rate showed little change for men 25 years old and over. Regionally, the rate declined in British Columbia, the Atlantic region and Ontario, and increased in Quebec where the figures were influenced slightly by major industrial disputes. (In an industrial dispute, persons directly involved are treated as employed, but not at work, and therefore do not directly affect either the employment or unemployment totals. There may be indirect effects such as layoffs in related areas or lack of growth in affected industries.)

Employment

The employment level decreased from 8,353,000 to 8,288,000. In April 1971 it was 7,932,000. The month-to-month decrease in employment was spread among all the main age-sex groups. Regionally, there was a large decrease in Quebec with smaller declines in Ontario and British Columbia. Employment in the Prairies increased.

Unemployment

There was a decrease of 21,000 in the number of unemployed persons, the level of employment dropping from 531,000 in March to 519,000 in April. A year ago the level was 567,000. On a month-to-month basis, the unemployment level declined among persons 14-24 years of age, 21,000, and for women 25 years of age and over, 16,000. For men 25 years old and over, the level increased slightly. The decrease in unemployment was in the longer duration category—those seeking work for four months or more. Regionally, unemployment decreased in Ontario, British Columbia and the Atlantic region. In Quebec and the Prairies it increased slightly.

Participation Rate

The participation rate declined to 56.2 from 56.9. In April 1971 the rate was 55.6. Between March and April 1972, the rate decreased in all main age-sex grou With the exception of the Prairies, all other regio showed a decline in their participation rate.

U.S. employment, April

Unemployment in April was 4,700,000 compared wi 5,200,000 in March. The seasonally adjusted rate unemployment was unchanged at 5.9 per cent. The a tual role of unemployment was 5.5 per cent compar with 6.1 per cent. The civilian labour force w 85,324,000/.

Correction

An error appeared in the March Labour Gazette und Dependants' Allowances in the article Labour Legis tion in 1970-71, Part 2: Workmen's Compensation. T sentence on page 133, paragraph 2, speaking of depen ants' allowances in Ontario should read: In Ontario, t minimum for a widow and three or more children, r gardless of how low her husband's pre-accident ea ings were, was increased from $275 to $355 a month.

August credits

Certification before the CLRB, p. 437, is prepared the Employee Representation Branch of the Depa ment of Labour, and covers proceedings under the Ca ada Labour Code, Part V, involving the functions of t Canada Labour Relations Board, for which the Em ployee Representation Branch of the Department is t administrative agency.

Conciliation before the Minister of Labour, p. 434, ori nates with the Conciliation and Arbitration Branch the Department of Labour, and covers proceedin under the Canada Labour Code, Part V, involving t administrative services of the Minister of Labour a the Conciliation and Arbitration Branch of t Department.

Photos. Murray Mosher Photo Features Ltd.: Cover, 397, 399, 400, 402, 403, 404, 406, 407, 408. The Pub Archives of Canada: p. 395. NFB: 417, 418, 430.

employment insurance fund

ring March, 1972, 21,612 investigations were final-d across Canada. Of these 9,888 were on-premises in-tigations and 1,948 were selective investigations to ify the fulfilment of statutory conditions. The re-ining 1,188 formal investigations and 8,588 post au-investigations were in connection with claimants sus-ted of making false statements to obtain benefits. nitive disqualifications as a result of claimants mak-false statements or misrepresentations numbered 02. Prosecutions were begun in 109 cases, all against mants.

ring April, 1972, 24,026 investigations were finalized oss Canada. Of these 11,917 were on-premises in-tigations and 2,254 were selective investigations to ify the fulfilment of statutory conditions. The re-ining 1,518 formal investigations and 8,337 post au-investigations were in connection with claimants sus-ted of making false statements to obtain benefits. nitive disqualifications as a result of claimants mak-false statements or misrepresentations numbered 78. Prosecutions were begun in 67 cases, all against mants.

ailway arbitration

e case was heard by the Canadian Railway Office of itration in Montreal on March 14, 1972. In the case, company's request to reduce crew sizes was allowed. ie cases were heard on April 11, 1972. Grievances e dismissed in five cases, two were partially allowed two others were fully allowed.

e No. 345. An ex parte dispute between CN and the ited Transportation Union over the size of a yard w.

e company and the union were unable to agree on reduction in the size of a yard crew. The company l that adequate safety could be maintained with a w consisting of one yard foreman and one helper. In one of the operations involved, the company agreed to limit the number of cars handled to 12. The arbitrator said that this limit would satisfy safety requirements. He noted, however, that loss of efficiency resulting in some cases from a reduction in crew size "is something the company be prepared to bear." He allowed the request of the company.

Case No. 346. Dispute between CN and the United Transportation Union over the dismissal of an employee.

The employee had been working as a deck hand on a car ferry operated by the company when he applied to work as a yard helper. He was offered the position of spare yard helper and accepted. His previous service, said the arbitrator, is irrelevant to this matter, and his position was that of a new employee.

He was subject, therefore, to a 90-day probationary period. He was dismissed within the 90-days but the union said that an investigation should have been held. The arbitrator said that it was simply a case where the company rejected an employee within the probationary period, exercising a prerogative open to it. There was no violation of the collective agreement, so he dismissed the grievance.

Case No. 347. Dispute between CP Transport and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over a supervisor who relinquished his position to return to the bargaining unit.

The dock supervisor left his position and the company said that he retains his seniority rights and can return to the scheduled ranks if he wishes. "If the company's position is correct," said the arbitrator, "a person who is transferred out of the bargaining unit to a supervisory position may, at any time and according to his own whim, go back to the bargaining unit, displacing a junior employee in order to do so." This manoeuvre would give seniority rights a meaning far greater than that which the phrase has for an ordinary employee, he remarked.

An employee in the bargaining unit who has seniority rights cannot pick and choose among whatever jobs may be held by employees junior to him. "This collective agreement simply does not provide that supervisors

may 'voluntarily return' to the bargaining unit as their fancy—or even their needs—may dictate." In the present case, taking back the supervisor into the unit would only be a violation of the agreement if another employee were displaced under "circumstances not contemplated by the agreement." Employees so affected would be entitled to compensation but the supervisor could exercise seniority rights once he had returned to the bargaining unit. "As to the unions request that there be a direction that (the supervisor) be returned to his supervisory position, that, in my view, would be in excess of my jurisdiction. To the extent indicated above, the grievance is allowed."

Case No. 348. An ex parte dispute between the Pac Great Eastern Railway Company and the Brotherh of Locomotive Engineers over the dismissal of engineer.

An engineer had performed his duties for more th five months when he was dismissed. The union quested a hearing on two occasions but the requ were denied. The company said that no hearing w necessary because no matter of discipline was involv The engineer was subject to a six-month probation riod and his employment was terminated during t

od. The arbitrator said that the company "was en-d to dispense with the grievor's services before the pletion of his probationary period, and there has n no violation of the agreement." He dismissed the vance.

e No. 349. An ex parte dispute between the Pacific at Eastern Railway Company and the Brotherhood Locomotive Engineers over demerit marks assessed n engineer.

engineer who had been under a doctor's care for the tment of migraine headaches was called for duty. his way to work he developed a severe headache, feeling unable to perform his duties properly, ed in sick. Following an investigation, his record was essed 10 demerit marks. The union asked that the rks be removed. The engineer's record showed few ences from work and a doctor's certificate corrobo-ed his claim of migraine problems. The arbitrator d that "there is nothing to support the conclusion t the grievor's statement was wrong (and) it can only concluded that the company has not met the onus of wing that just cause for discipline existed." He wed the grievance and ordered the removal of the nerits from the engineer's record.

se No. 350. Dispute between the Québec North ore and Labrador Railway and the United Trans-tation Union over mileage claims by a conductor l crew.

their turnaround point on a trip the crew had to per-n work for four hours and 10 minutes, equalling 67 es. This claim was submitted but the company re-ed to pay. At the turnaround point, repairs were ded for the power car, requiring more work than just ning the train around. "The move in the instant case something more than simply the necessary sort of tching to turn the train around. It involved the set-g off and picking up of a car for repairs . . . This sort ost time is provided for in the agreement," said the itrator. He allowed the grievance.

se No. 351. Dispute between the Québec North ore and Labrador Railway and the United Trans-tation Union over the suspension of a brakeman.

e brakeman was charged with speeding. Following investigation, he was given a three-month suspension after an appeal, this was reduced to six weeks. Two others were also disciplined as a result of the incident. The arbitrator found that the train in question was speeding and in his view, the brakeman was subject to discipline. The difficulty, said the arbitrator, is with the severity of the punishment as this was the first offence for the brakeman. He found the six weeks was too severe a punishment. A three-week suspension would have been justified and the arbitrator ordered compensation for three weeks of earnings.

Case No. 352. Dispute between the Québec North Shore and Labrador Railway and the United Transportation Union over the suspension of a conductor.

This case involves the same incident as in Case No. 351 where speeding was charged. The conductor of the train was given a three-month suspension. The arbitrator found similar offences on the conductor's record and said that the man had a special responsibility for the incident as conductor of the train. He dismissed the grievance saying that there was just cause for the discipline imposed.

Case No. 353. Dispute between the Québec North Shore and Labrador Railway and the United Transportation Union over demerits given to a conductor and a brakeman.

Following the investigation of a derailment, the company decided that there had been a violation of the operating rules and gave a conductor and a brakeman each 50 demerit marks. After an appeal, the discipline was reduced to 25 marks each. The conductor had ordered the brakeman to turn off the power and operate a switch by hand and he was close enough to observe the brakeman's actions. A derailment occurred. The arbitrator found that the hand lever was not properly secured and concluded that the discipline of 25 demerits was proper in the case.

Case No. 354. Dispute between the Québec North Shore and Labrador Railway and the United Transportation Union over the reduction of discipline.

By failing to properly secure their train, a conductor and brakeman allowed their train to pass a stop sign and one car was derailed. They were charged with violating the operating rules and each given 50 demerits. The union asked that this be reduced to 20 demerits. The arbitrator said that the offence was serious and that the men were properly held responsible. He agreed with the discipline meted out and dismissed the grievance.

Legal decisions

The Ontario Court of Appeal upheld an arbitration board award on March 23, 1972. The case involved an appeal against a decision of the Ontario High Court quashing an arbitration award.

Galt Metal Industries Ltd. disciplined one of its employees who refused to work overtime when ordered to do so. The employee claimed that he had already worked more than 48 hours for the week in question, and to work further overtime was in contravention of the provincial Employment Standards Act.

In upholding the company's right to discipline the employee, the arbitrator pointed out that the collective agreement, which defined the standard working hours as 40 a week and overtime rates to be paid for hours worked in excess, did not contain any limitation upon the power of the company to schedule overtime. Moreover, an article of the collective agreement provided that management had exclusive rights over the operation of the company's plant, efficiency, direction, supervision and control over all operations and all working forces including the right to discipline, hi suspend, discharge, promote, demote and transfer employees.

The arbitrator observed also, that while a section of t Employment Standards Act states that the worki hours of an employee should not exceed 48 hours week, Section 9 empowered the Director of Emplo ment Standards to authorize hours of work in excess those allowed. Under Section 11 (2), however, the suance of a permit under Section 9 does not require employee to work any hours in excess of 48 without t consent or agreement of the union. The arbitrator h that, because of article 2.01 of the collective agreem between the company and the union, the company w permitted to schedule overtime without limitation as hours; and that being so, it constituted an agreem between the company and the union which was with the meaning of Section 11 (2) of the Employment Sta dards Act, for employees to work in excess of 48 hours

In allowing the appeal, the Court of Appeal held that Ontario, error in law cannot be found on the face of award of the Board of Arbitration if the issue is a mat of construction, and the construction placed by the ar trator was one that the language he has to construe w reasonably bear. In this case, the Court was unable conclude that the arbitrator's interpretation was not c that that language would reasonably bear and, acco ingly, the Court declined to upset the award. (G Metal Industries Ltd., et al, v. United Steel Workers America, Local 2894, et al. Ontario Court of Appe March 23, 1972, CLLC 14, 123).

Decisions of the umpire

CUB 3098. The claimant lives in a village, 12 miles from the nearest city. She filed an application for benefit in which she reported employment as a receptionist for a small telephone company, from 1957 to 1970. The 57-year-old claimant lost her job because a telephone answering service had been installed at her place of work. At the time of termination, her salary was $1.84 an hour.

When interviewed by an officer of the Commission, the claimant declared as follows: she was available for work as a cashier or for general office duties "free from a lot of typing" three full days or five half days a week, at hourly pay of $1.84; in her former employment s worked 9 days in a two-week period; she could not cept work requiring her to be on her feet at all tim and she had a car but would not drive to work in t nearby city at the present time. The claimant stated fu ther that she would apply for the bookkeeper positi advertised in the local newspaper, but that she had other job prospects at the moment. The insurance of cer notified the claimant that she was disqualified fr receiving benefit, having failed to prove her availabil for work, in that she was unduly restricting the ho that she was willing to work.

claimant appealed to the board of referees on the nd that she was in no way restricting the hours dur- which she would like to work, and had been and still ready to work "at any time." In addition, the nant said she had applied for different jobs and was stered with the local Canada Manpower Centre.

board pointed out that the claimant stated during hearing she was available for employment. But to direct question "Would you accept work in the by city at the usual working hours?" she replied "she guessed" that she would but would not want drive all the time, particularly during the winter ths. The majority of the board concluded that the nant was not earnestly seeking employment. They icularly noted that she had remained unemployed months. They were not satisfied that there was con- e evidence showing that the claimant had tried to employment on her own initiative. By a majority sion, the board decided to disallow the appeal.

er appeal to the Umpire, the claimant stated that had told the board of referees she was ready to work ny time, doing the same or similar work as in her ious employment, and that she had sought employ- t at several places. She reiterated that her name was e Canada Manpower Centre.

elephone, the Canada Manpower Centre provided area office with the following information: "Calls ffice workers and receptionists are not plentiful and e not been plentiful over the past few months and at ent there is no order on file. Occasional orders are ived, however, for either full- or part-time workers. re is no public transportation from her home to the but many persons living in her area commute. The nce is approximately eight miles." The claimant te to the area office, on April 8, indicating, among r things, that she was now out of work through no ce of her own.

Commission's Chief, Entitlement Division, recom- ded that the appeal be dismissed and the following rvations from the claimant were received in the Of- of the Umpire: I would first like to correct you on e of your information that is (incorrect) and cer- y was not given to you by me. First of all, I am not t miles from the city. I am 12 miles. I live in a vil- , not a township. I told your umpires that I would work, to something similar to what I had been g. In no way did I restrict myself to exactly the e work and one of the umpires understood exactly what I meant. As I had already applied to two places and answered two other ads that had box numbers, please explain how I could be restricting my work for a job. I have given you honest information and we made a special trip to London about this crazy business. You are certainly spending more time and paper than is necessary. What is the trouble now when an honest person asks for what they should be receiving?

The claimant's most recent letter, said the Umpire, asks why an honest person should not be given what she should be receiving. I do not think that the insurance officer or the board of referees doubted the claimant's honesty. Neither do I doubt it. But the question is whether she was really available for suitable employment. The Unemployment Insurance Act puts an onus on claimants not only to show that they are unemployed, but also to establish that they are available for work.

The claimant's earlier statement contains sufficient restrictions as to hours and conditions of work and as to the area in which she was prepared to work, to justify the insurance officer's decision that she was not available for work to the extent contemplated by the Act and numerous decisions setting forth principles respecting availability and entitlement to benefit. As can be seen from the decisions of the members of the board of referees, the claimant indicated a willingness to accept work full-time in suitable employment, but to the question whether she would accept work in the nearby city at the usual working hours, she replied that she guessed she would but would not want to drive all the time, particularly during the winter months.

The board of referees had the benefit of having the claimant and her husband before them. They heard and questioned the claimant, and, at least in the view of the majority of the members, the claimant did not satisfactorily establish that she was earnestly seeking employment or was willing to accept any suitable work within a labour market comprising communities located at a reasonable distance. Many persons living in her home village work in the nearby city and commute between the two localities.

When boards of referees see and question claimants, and I do not have that benefit, I must place considerable reliance on their judgment and I am reluctant to overrule a unanimous or a majority decision of a board unless there is something before me to satisfy me that the decision was wrong in law or unreasonable or otherwise erroneous. In the present case I am not able to say that the majority decision was wrong. The appeal is, therefore, dismissed.

Conciliation

During May the Minister of Labour appointed conciliation officers to deal with the following disputes:

MacKays Transport Company Ltd., Lloydminster, Alta., and General Teamsters, Local 362 (Conciliation Officer: George W. Rogers).

Westward Shipping Ltd., Vancouver, B.C., and Canadian Merchant Service Guild (Conciliation Officer: D. H. Cameron).

Inspiration Drilling, Yellowknife, N.W.T., Division of Dresser Industries Canada, Ltd., and United Steelworkers of America, Local 7288 (Conciliation Officer: A. A. Franklin).

General Enterprises Ltd. (employees in Yukon Territory) and United Brotherhood of Carpenters and Joiners of America, Local 2499 (Conciliation Officer: R. F. Langford).

G. W. Ledingham (Yukon) Ltd. (employees in Yukon Territory) and United Brotherhood of Carpenters and Joiners of America, Local 2499 (Conciliation Officer: R. F. Langford).

Humphrey Construction Ltd. (employees in Yukon Territory) and United Brotherhood of Carpenters and Joiners of America, Local 2499 (Conciliation Officer: R. F. Langford).

Pine Tree Construction Co. Ltd. (employees in Yuk Territory) and United Brotherhood of Carpenters a Joiners of America, Local 2499 (Conciliation Officer: F. Langford).

Len Doey Construction, Whitehorse, Y.T., and Uni Brotherhood of Carpenters and Joiners of America. l cal 2499 (Conciliation Officer: R. F. Langford).

918 Construction Ltd., Whitehorse, Y.T., and Uni Brotherhood of Carpenters of America, Local 2 (Conciliation Officer: R. F. Langford).

Parkins Construction Ltd. (employees in Yukon Te tory) and United Brotherhood of Carpenters and J ners of America, Local 2499 (Conciliation Officer: R. Langford).

The J. P. Porter Company Limited, Montreal; Mar Industries Limited, Montreal; Canadian Dredge a Dock Co. Limited, Toronto, and McNamara Mari Whitby, Ont., and Seafarers' International Union Canada (Conciliation Officer: S. T. Payne).

Messagerie Cotière Limitée, Montreal, Qué., and Sea rers' International Union of Canada (Conciliation O cer: S. T. Payne).

McAllister Towing Limited, Montreal, Qué., and Sea rers' International Union of Canada (Conciliation O cer: S. T. Payne).

McNeil Transport Limited, Brockville, Ont., and Tea sters, Chauffeurs, Warehousemen and Helpers, Local (Conciliation Officer: Kenneth Hulse).

Canadian National Hotels Limited (Chateau Laur Hotel), Ottawa, Ont., and Canadian Brotherhood Railway, Transport and General Workers (Conciliati Officer: H. A. Fisher).

Canada Steamship Lines Limited, Montreal, Qué., a Brotherhood of Railway, Airline and Steamship Cler and Freight Handlers, Express and Station Employ (Conciliation Officer: C. E. Poirier) (reassigned to T. McRae).

ne Express Ltd., Calgary, Alta. (formerly Little f B-Line Express Ltd.) and General Truck Drivers Helpers, Local 31, and General Teamsters, Local (Conciliation Officer: D. H. Cameron).

sabec Limitée, Montreal, Qué., and Seafarers' In- ational Union of Canada (Conciliation Officer: cel Archambault).

C. Norris Limited, Toronto, Ont., and General ck Drivers Union, Local 938 (Conciliation Officer: K. Carson).

erm Limited, Port of Halifax, and International gshoremen's Association, Local 269 (Conciliation cers: C. A. Ogden and R. L. Kervin).

tlements by conciliation officers:

iration Drilling, Yellowknife, N.W.T., Division of sser Industries Canada, Ltd., and United Steel- kers of America, Local 7288 (Conciliation Officer: . Franklin) (see above).

mington Transport (Western) Ltd., Winnipeg, Man., General Drivers, Warehousemen and Helpers, Lo- 979 (Conciliation Officer: A. E. Koppel (LG, Feb., p. (settled with the mediation assistance of T. B. Rae).

British Yukon Navigation Company Limited, and British Yukon Railway Company, Whitehorse, ., and General Truck Drivers and Helpers, Local 31 nciliation Officer: D. H. Cameron) (LG, May, p.).

in Hood Multifoods Limited, Port Colborne, Ont., Canadian Food and Allied Workers, Local P416 resenting plant employees) (Conciliation Officer: H. Fisher) (LG, May, p. 251).

ted Keno Hill Mines Limited, Elsa, Y.T., and Local United Steelworkers of America (Conciliation Offi- : D. H. Cameron and R. F. Langford (LG, June, p.).

Robin Hood Multifoods Limited, Port Colborne, Ont., and Canadian Food and Allied Workers, Local P416 (representing office employees) (Conciliation Officer: H. A. Fisher) (LG, June, p. 312).

Radio Laval Inc., Montreal, Qué., and le Syndicat Général des Communications (Section CKLM) (Conciliation Officer: M. Archambault) (LG, June, p. 312).

Speedy Storage and Cartage Limited, Lethbridge, Alta., and General Teamsters, Local 362 (Conciliation Officer: A. A. Franklin) (LG, June, p. 312).

McMillan Transport Ltd., Medicine Hat, Alta., and General Teamsters, Local 362 (Conciliation Officer: A. A. Franklin) (LG, June, p. 312).

Manitoba Pool Elevators, St. Boniface, Man., and International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, Local 338, Grain, Flour and Seed Workers (representing employees in Seed Department) (Conciliation Officer: A. E. Koppel) (LG, June, p. 313).

Outfitters Incorporated Limited, Corner Brook, Nfld., and United Steelworkers of America (Conciliation Officer: W. J. Gillies) (LG, July, p. 377).

Canadian Pacific Railway Company (S.S. "Princess of Acadia," Bay of Fundy Service) and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: C. A. Ogden) (LG, July, p. 377).

Active Cartage Limited, Rexdale, Ont., and International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Locals 938 and 879 (Conciliation Officer: M. K. Carson) (LG, July, p. 378).

Northern Transportation Company Limited, Edmonton, Alta., and Seafarers' International Union of Canada (Conciliation Officer: George W. Rogers) (LG, July, p. 378).

Conciliation board appointed

Boyd's Express Ltd.; Central Truck Lines Ltd., and St. John's Iberville Transport, Montreal, Qué., and Transport Drivers, Warehousemen and Helpers Union, Local 106 (LG, June, p. 312).

Conciliation boards fully constituted

The Board of Conciliation and Investigation established to deal with a dispute between Maritime Employers' Association (The Shipping Federation of Canada, Inc.) and Locals 1657 and 1605, International Longshoremen's Association (LG, June, p. 313) was fully constituted with the appointment of Judge Maynard B. Golt of Montreal as chairman. Judge Golt was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, nominee for employers, Jean Bazin, and nominee for unions, Marcel Gaboury, both of Montréal.

The Board of Conciliation and Investigation established to deal with a dispute between Poole Construction Limited, Edmonton, Alta. (employees employed in the Northwest Territories) and the United Brotherhood of Carpenters and Joiners of America, Local 1325 (LG, July, p. 379) was fully constituted with the appointment of Adrian G. Smith of Edmonton as chairman. Mr. Smith was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee T. R. Bradshaw, and union nominee Lawrence LaClaire, both of Edmonton.

The Board of Conciliation and Investigation established to deal with a dispute between Pacific Western Airlines Limited, Vancouver International Airport, and Canadian Air Line Employees' Association (LG, July, p. 379) was fully constituted with the appointment of D. R. Blair of Vancouver as chairman. Mr. Blair was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee David M. Ritchie, Vancouver, and Douglas Fisher, Kanata, Ont.

The Board of Conciliation and Investigation established to deal with a dispute between National Harbours Board, Port Colborne, Ont., and United Steelworkers of America (LG, July, p. 379) was fully constituted with the appointment of Professor W. B. Rayner of London as chairman. Professor Rayner was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee John Sanderson, Toronto, and Richard Greaves, Port Colborne.

The Board of Conciliation and Investigation established to deal with a dispute between Motor Transport Industrial Relations Bureau of Québec (Inc.) (representing certain member trucking companies in Quebec falling within federal jurisdiction) and Transport Drivers, Warehousemen and Helpers Union, Local 106 (LG, July, p. 379) was fully constituted with the appointment of Judge Jacques Coderre of Montreal as chairma Judge Coderre was appointed by the Minister in the a sence of a joint recommendation from the other t members of the Board, nominee for employers, R Drouin, Q.C., Québec, and union nominee Roger H. Ginet, Montréal.

The Board of Conciliation and Investigation establish to deal with a dispute between Pacific Western Airlin Limited, Vancouver International Airport, and Ca dian Air Line Flight Attendants Association (LG, M p. 250) was fully constituted with the appointment Thomas C. O'Connor of Toronto as chairman. M O'Connor was appointed by the Minister on the jo recommendation of the other two members of t Board, company nominee David M. Ritchie, and uni nominee E. P. O'Neal, both of Vancouver.

Conciliation board report received

Cape Breton Development Corporation (Coal Di sion), Sydney, N.S., and Canadian Brotherhood Railway, Transport and General Workers, Local 5 (representing technical employees) and Local 504 (re resenting clerical employees (LG, May, p. 251). (F text appears in Supplement No. 3, 1972).

Settlements reached in post-conciliation boa negotiations

Cape Breton Development Corporation (Coal Di sion), Sydney, N.S., and Canadian Brotherhood Railway, Transport and General Workers, Local 5 (representing technical employees) and Local 504 (re resenting clerical employees (both parties accepted port of Board) (See above).

Canadian National Hotels Limited (Fort Garry Hot Winnipeg, Man., and Local 272, Canadian Brotherho of Railway, Transport and General Workers (LG, Ju p. 313).

Settlement reached by conciliation board

Detroit and Canada Tunnel Corporation, and the Int national Union, United Automobile, Aerospace a Agricultural Implement Workers of America—UA Local 195 (LG, April, p. 197).

Dispute in which conciliation board not appointed

Borisko Brothers Limited, Scarborough, Ont., Warehousemen and Miscellaneous Drivers, Lo Union 419 (LG, July, p. 378).

Certification

e Canada Labour Relations Board met for five days ing May. The Board granted nine applications for tification, permitted the withdrawal of two and or- ed a representation vote in two other counter appli- ons made for the same unit of employees. The rd terminated proceedings in one application, ch, for statistical purposes, is considered to have lap- . It issued Reasons for Judgment in rejecting one er application and in rejecting a request for leave to a second application before the expiry of six months n the date of the rejection by the Board of an earlier lication. The Board granted one request for review ch was for a change in the name of the company. teen applications for certification and two for revoca- n of certifications were received during the month.

lications for certification granted. Syndicat des Em- yés et Techniciens de Radio et T.V. Saguenay Lac ean (CSN) on behalf of a unit of employees en- ed in radio and television broadcasting by Radio uenay Limitée, Jonquière, Québec. The National ociation of Broadcast Employees and Technicians, which was the certified agent, intervened to contest the application. The Board's decision followed the taking of a representation vote in which the names of both unions appeared on the ballot (LG, Feb., p. 89).

Syndicat des Employés de C.H.N.C. New Carlisle (CSN) on behalf of a unit of employees of Compagnie Gaspésienne de Radiodiffusion Limitée, New Carlisle, Québec (LG, April, p. 199).

Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers and mechanics employed by Larivière Transport Limitée, Montebello, P.Q. (LG, May, p. 253).

Association des agents de sécurité du Conseil des ports Nationaux-Montréal on behalf of a unit of security guards employed in the Port of Montreal by National Harbours Board, Ottawa, Ontario (LG, June, p. 311).

Warehousemen and Miscellaneous Drivers Union, Local 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of A & F Baillargeon Express Ontario Inc., Downsview, Ontario, working in and out of Metropolitan Toronto in the Province of Ontario (LG, June, p. 311).

American Federation of Grain Millers Local 242 on behalf of a unit of employees of McCarthy Milling Company Limited, Streetsville, Ontario. (LG, June, p. 311).

Seafarers' International Union of Canada on behalf of a unit of unlicensed personnel employed by Smit & Cory International Port Towage Limited, aboard its tugs operating in and out of east coast ports in Canada. The Canadian Brotherhood of Railway, Transport and General Workers intervened to contest the application (LG, June, p. 311).

Amalgamated Transit Union, Local 0591, on behalf of a unit of bus operators and garage employees employed by the Outaouais Regional Community Transit Commission, Hull, Québec. (LG, July, p. 376).

Public Service Alliance of Canada on behalf of a unit of print shop employees employed by the Central Mortgage and Housing Corporation at its head office in Ottawa, Ontario (LG, July, p. 376).

Representation vote ordered. The Board conducted a representation vote in cross applications for certification made by the Canadian Brotherhood of Railway, Transport and General Workers, and Transport Drivers, Warehousemen and Helpers' Union Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, in respect of a unit of drivers and garage mechanics employed in the Abitibi Region by Voyageur (1969) Inc., Montreal, Qué. The vote was conducted by Messrs. J. J. deG. Loranger and R. Lacas, Industrial Relations Officers, in the Montreal office of the Canada Department of Labour (LG, July, p. 376).

Reasons for judgment issued. In rejecting an application for certification made by the General Truck Drivers and Helpers Local 31, General Teamsters Local 362, General Drivers, Warehousemen and Helpers Local 979, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, in respect of a unit of employees of Johnston Terminals Ltd., Vancouver, B.C. (Reasons for Judgment issued as Supplement No. 4, 1972) (LG, Nov., 1971, p. 747).

In rejecting a request made by the National Association of Broadcast Employees and Technicians for leave of the Board to file a second application for certification affecting a unit of employees of CFTO-TV Limited, Toronto, Ontario, before the expiry of six months from the date the Board had rejected an earlier application affecting the same unit. The employees of the unit are presently represented by the International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada Motion Picture Studio Production Technicians, Local 873. (Reasons for Judgment issued as Supplement No. 3, 1972) (LG, March, p. 145, May, p. 253).

Request for review. The Board directed that a previo Order of Certification of April 19, 1972, naming M& Transport Ltd. as the employer and General Tru Drivers and Helpers Local 31, General Teamsters Loc 362, General Drivers, Warehousemen and Helpe Union No. 979, International Brotherhood of Tea sters, Chauffeurs, Warehousemen and Helpers of Am ica as the certified bargaining agent, be amended by d leting the name of M&P Transport Ltd. wherever appeared therein and by substituting therefor the nan of Continental Express Lines Ltd. (LG, July, p. 37 Nov. 1971, p. 747).

Application for revocation of certification received. Pa Formby, Jack Taylor, Paul Mitchell, et al., are the a plicants in an application for revocation of the Boar Order of Certification dated October 28, 1968, whi certified the United Steelworkers of America, Local 5 and Local Union No. 925, as the bargaining agent of unit of employees of Cassiar Asbestos Corporation, T ronto, Ont., employed at Clinton Creek and Whit horse, Yukon Territory (LG 1968, p. 342; 1969, p. 32).

Armand Martel, et al., are the applicants in an app cation for revocation of the Board's Order of Certific tion dated February 17, 1971, which certified the Syn cat des Journalistes de Montréal as the bargaini agent of a unit of employees of CJTR Radio Trois-R vières Limitée, Trois-Rivières, Qué. (LG, Jan., p. 5 May 1971, p. 328).

Application for certification lapsed. Letter Carrie Union of Canada, applicant, and Jessiman Bros. Ca tage Ltd., St. James, Manitoba, respondent (mail co riers and sorters) (LG 1970, p. 57, 222).

Applications for certification withdrawn. Public Servi Alliance of Canada, applicant, and Atomic Energy Canada Limited, Ottawa, Ontario, respondent (techn cal group, South March and Tunney's Pasture, Ottawa

amsters, Chauffeurs, Warehousemen and Helpers cal 880, International Brotherhood of Teamsters, auffeurs, Warehousemen and Helpers of America, plicant, and Merchants Speedy Delivery Ltd., Wind-, Ontario, respondent (See applications for certifica-n received, below).

plications for certification received. Canadian Trans-rt Workers' Union No. 188, National Council of Ca-dian Labour, on behalf of a unit of employees of Kel uck Service Ltd., Chatham, Ontario (Investigating ficer: K. Hulse).

amsters, Chauffeurs, Warehousemen and Helpers cal 880, International Brotherhood of Teamsters, auffeurs, Warehousemen and Helpers of America on nalf of employees of Merchants Speedy Delivery d., Windsor, Ontario (Investigating Officer: H. A. sher).

blic Service Alliance of Canada on behalf of a unit of ployees of Laurentian Pilotage Authority, Montreal, ue. (Investigating Officer: G. A. Plante).

ncouver-New Westminster Newspaper Guild, Local 5, The Newspaper Guild, on behalf of a unit of em-oyees of Moffat Broadcasting Ltd., (Station CKLG), ncouver, B.C. (Investigating Officer: A. A. Franklin).

tional Association of Broadcast Employees and chnicians on behalf of a unit of technical employees Orillia Cable T.V. Limited, Orillia, Ont. (Investi-ing Officer: H. A. Fisher).

tional Association of Broadcast Employees and chnicians on behalf of a unit of technical employees Barrie Cable T.V. Limited, Barrie, Ontario (Investi-ing Officer: H. A. Fisher).

ternational Brotherhood of Electrical Workers Local 0 on behalf of a unit of office employees of Victoria blevision Ltd., Victoria, B.C. (Investigating Officer: F. Langford).

International Brotherhood of Electrical Workers Local 230 on behalf of a unit of technical employees of Alberni Cable T.V. Limited, Port Alberni, B.C. (Investigating Officer: R. F. Langford).

General Truck Drivers' Union, Local 938, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of M. J. Campbell Limited, Weston, Ontario, working in Toronto, Brampton and Barrie (Investigating Officer: M. K. Carson).

Syndicat des Employés de l'Administration de Pilotage des Laurentides (CSN) on behalf of a unit of employees of Laurentian Pilotage Authority, Montreal, Québec (Investigating Officer: G. A. Plante).

Public Service Alliance of Canada on behalf of a unit of employees of St. Regis Indian Band Council, Cornwall, Ontario (Investigating Officer: Miss P. Patterson).

International Union of Operating Engineers, Local 115, on behalf of a unit of employees of Perma Construction Ltd., Clinton Creek, Y.T. (Investigating Officer: G. W. Rogers).

Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of D.C.B. Industries Ltée, Montreal, Québec (Investigating Officer: M. Archambault).

Public Service Alliance of Canada on behalf of a unit of technical employees of Atomic Energy of Canada Limited in its Commercial Products Division at South March, Ontario (Investigating Officer: J. G. Hoba).

Seafarers' International Union of Canada on behalf of a unit of unlicensed personnel employed by Karlsen Shipping Co. Ltd., Halifax, N.S., aboard its vessel Martin Karlsen (Investigating Officer: C. A. Ogden).

Publications in the library

List No. 281

The publications listed below are recent acquisitions. They may be borrowed through a local library (business, university, public, etc.) or directly if there is no local library. Please indicate the publication numeral and the month listed, when requesting loans.

Arbitration, industrial

No. 1—Colloque: Relations industrielles. 2e, Université de Montréal. Régime nouveau d'accréditation: bilan de la première année [par] Pierre Verge [et autres. Montréal] Département des relations industrielles, Université de Montréal, 1970. 120p.

Collective bargaining

No. 2—Van Asselt, Karl A. Collective bargaining: the role of the finance officer. Chicago, Ill., Municipal Finance Officers Association of the United States and Canada, 1971. 4 p.

Corporations—mergers

No. 3—Conference Board. Canadian Office. Canada's competition policy; a symposium held in Ottawa September, 1971. Ottawa, 1971. 123 p.

No. 4—International Conference on Monopolies, Mergers, and Restrictive Practices, Cambridge, Eng., 1969. Papers and reports, edited by J. B. Heath. London, HMSO, 1971. 285 p.

No. 5—Seminar on "Multi-national Companies and Conglomerates—the Problems for Trade Unions", Dun Laoghaire, Ireland, 1969. Seminar on "Multi-nationa Companies and Conglomerates—the Problems fo Trade Unions" held on 14th, 15th and 16th Novembe 1969 in . . . Dun Laoghaire. Dublin, Irish Transport an General Workers' Union, National Executive Counc [n.d., 1971?] 64 p.

Cost-benefit analysis

No. 6—Hettich, Walter Paul. Why distribution is impor tant: an examination of equity and efficiency criteria i benefit-cost analysis. [Ottawa, Information Canada 1971] 29 p.

Day nurseries

No. 7—LaCrosse, E. Robert. Day care for America children. [1st ed. New York, Public Affairs Committee c1971] 24 p.

Discrimination in employment

No. 8—U.S. Civil Service Commission. Minority grou employment in the federal Government. Washingtor GPO, 1970. 562 p.

Economic conditions—history

No. 9—Grayson, L. M., ed. The wretched of Canada letters to R. B. Bennett 1930-1935; edited, with an intro duction by L. M. Grayson and Michael Bliss. [Toronto University of Toronto Press [c1971] xxvii, 199 p.

nomic policy

10—Cambridge Conference on Development Prob-s. 7th, Jesus College, 1970. Prospects for employ-nt opportunities in the nineteen seventies; papers impressions of the Seventh Cambridge Conference Development Problems, September 13-24, 1970, at us College, Cambridge; edited by Ronald Robinson Peter Johnston. London, HMSO, 1971. v, 246 p.

11—Committee for Economic Development. The ited States and the European Community: policies a changing world economy; a statement on national icy by the Research and Policy Committee of the mmittee for Economic Development. [New York] 1. 75 p.

12—Confédération des syndicats nationaux. Ne nptons que sur nos propres moyens. [Montreal? 1] 110 p.

13—Conference on Economic Development in Ma-oba, Winnipeg, 1971. Conference on Economic De-opment in Manitoba, "The Challenge", Winnipeg, tober 25-26, 1971. Sponsored by Economic Develop-nt Advisory Board of Manitoba. [Winnipeg, Eco-nic Development Advisory Board of Manitoba, 1?] viii, 160 p.

14—National Planning Association. U.S. foreign nomic policy for the 1970s: a new approach to new lities; a policy report by an NPA Advisory Com-tee, with supporting papers by C. Fred Bergsten d others] Washington, 1971. vii, 215 p.

15—Reuber, Grant Louis. What's new about recent S. foreign economic policy? London, Ont., University Western Ontario, Department of Economics, 1972. p.

16—U.S. Congress. Joint Economic Committee. nomic prospects and policies. Hearings, Ninety-sec-d Congress, first session. Washington, GPO, 1971. 2v.

onomics

17—Lansing, John Belcher. Economic survey meth-s [by] John B. Lansing and James N. Morgan. [Ann bor, Survey Research Center, University of Mich-n] 1971. xii, 430 p.

Education, vocational

No. 18—Regional Trade Union Seminar on Education and Training for the Metal Worker of 1980, Paris, 1968. Education and training for the metal worker of 1980; regional trade union seminar, Paris, 8th-11th October, 1968; final report. Paris, OECD [1971] 289 p.

Employees' representation in management

No. 19—Clegg, Ian. Workers' self-management in Algeria. [London] Allen Lane, Penguin Press [c1971] 249 p.

International Labour Organization. Asia

No. 20—International Labour Office. Report of the Director-General [to the] Seventh Asian Regional Conference. First item on the agenda. Geneva, 1971. 2 pts. Contents: Pt.1. Agenda for Asia: the social perplexities of the second development decade; the I.L.O. contribution. Pt.2. Ratification and implementation of selected international labour conventions in Asian countries.

Labour organization

No. 21—Bressler, Barry. The salaries of union officials. [New York, 1971?] [15] p. This paper "will appear in slightly different form in the May issue of the Economics and Business Bulletin, Temple University . . ."

No. 22—La C.F.D.T. 1. Pour comprendre une évolution; textes. 2. Ce que nous sommes; entretiens avec Réné Bonéty [et al.] Paris, Editions du Seuil [c1971], 184 p.

No. 23—Lazarus, Morden. The trade union movement in Canada. [Toronto? Ontario Federation of Labour?] 1971. 30 p.

No. 24—United Nations. Commission on Human Rights. Ad Hoc Working Group of Experts. Infringements of trade union rights in southern Africa; report submitted to the Economic and Social Council by the Ad Hoc Working Group of Experts appointed by the Commission on Human Rights. New York, United Nations, 1970. 60 p.

No. 25—Wellington, Harry H. The unions and the cities [by] Harry H. Wellington and Ralph K. Winter. Washington, Brookings Institution [c1971] xiii, 226 p.

Labour statistics

No. 26—Canada. Statistics Canada. Notes on labour statistics, 1971. Ottawa, Information Canada, 1972. 60 p.

Labour turnover

No. 27—Ingham, Geoffrey Keith. Size of industrial organization and worker behaviour. London, Cambridge University Press, 1970. 170 p.

Layoff systems

No. 28—Daniel, William Wentworth. Strategies for displaced employees. [London, PEP] 1970. 10, 85 p.

No. 29—Québec (Province). Direction générale de la main-d'œuvre. Licenciements collectifs et reclassement des travailleurs. [Québec, L'Editeur officiel du Québec, 1971?] 63 p. Contents: Synthèse des rapports de 27 comités de reclassement. Colloque patronal-syndical sur les licenciements collectifs.

Nursing

No. 30—Les Infirmières et Infirmiers Unis inc. Le nursing québécois, malade: le rapport Castonguay-Nepveu et l'infirmier(e). [Montréal, 1971] 94 p.

Pensions

No. 31—International Social Security Association. Pensions insurance of self-employed farmers. Pensions insurance of self-employed persons other than farmers. Geneva, 1971. 101, 74 p. At head of title: International Social Security Association. 17th general assembly, Cologne, September 1970.

No. 32—International Social Security Association. Relationship between pensions and earnings and between contributions and earnings. Reporter: Herbert E. Liebing. Geneva, 1971. 70 p. At head of title: International Social Security Association. 17th general assembly, Cologne, September 1970.

No. 33—Srb, Jozetta H. Communicating with emplo ees about pension and welfare benefits. Ithaca, N.Y New York State School of Industrial and Labor Rel tions, Cornell University, 1971. 39 p.

No. 34—U.S. Congress. Senate. Committee on Lab and Public Welfare. Subcommittee on Railroad Retir ment. Railroad retirement annuity increase—197 Hearing, Ninety-second Congress, first session, S.1304, S.1473, and H.R.6444 . . . May 13, 1971. Was ington, GPO, 1971. iv, 108 p.

Prices—regulation

No. 35—Campbell, Colin Dearborn, comp. Wage-pric controls in World War II, United States and German reports by persons who observed and participated in t programs. Edited by Colin D. Campbell. Washingto American Enterprise Institute for Public Policy R search [1971] 73 p.

Wage policies

No. 36—Schiff, Eric. Incomes policies abroad. Washin ton, American Enterprise Institute for Public Policy R search [1971] 42 p.

Wages and hours

No. 37—Cotgrove, Stephen F. The nylon spinners: case study in productivity bargaining and job enlarge ment [by] Stephen Cotgrove, Jack Dunham [&] Cliv Vamplew. London, Allen and Unwin [1971] 151 p.

No. 38—U.S. Bureau of Labor Statistics. Employe compensation in the private nonfarm economy, 196 [Washington, GPO, 1971] 54 p.

Women

No. 39—Adam, June. A profile of women in Canadia universities; a paper prepared for the AUCC 1971 An nual Meeting. [Calgary? The Author?] 1971. x, 97 p.

No. 40—National Ad Hoc Action Committee on th Status of Women in Canada. Submission to the Govern ment of Canada. St. Catharines, Ont., 1972. 20 p.

cipal Items	Date	Amount	Percentage Change from Previous Month	Percentage Change from Previous Year
		(in thousands)		
TAL CIVILIAN LABOUR FORCE*				
Week ended April 22, 1972		8,677	+ 0.2	+ 3.3
Employed	April	8,085	+ 0.9	+ 4.5
Agriculture	"	460	+ 12.7	— 8.4
Non-agriculture	"	7,624	+ 0.2	+ 5.4
Paid workers	"	7,063	+ 0.1	+ 5.7
At work 35 hours or more	"	6,342	— 0.4	+ 20.0
At work less than 35 hours	"	1,295	— 2.9	— 37.3
Employed but not at work	"	448	+ 43.6	+ 16.1
Unemployed	"	592	— 7.8	— 10.2
Atlantic	"	73	— 8.8	— 2.7
Québec	"	216	— 1.8	— 7.7
Ontario	"	161	— 13.4	— 21.5
Prairie	"	71	— 4.1	— 2.7
British Columbia	"	71	— 13.4	— 1.4
Without work and seeking work	"	554	— 8.0	— 10.8
On temporary layoff up to 30 days	"	39	— 4.9	—
DUSTRIAL EMPLOYMENT (1961 = 100)†	February	124.5	+ 0.2	+ 1.7
Manufacturing employment (1961 = 100)†	"	119.8	+ 0.3	+ 1.1
MIGRATION	1st 3 mths. 1972	23,567	—	— 15.5
Destined to the labour force	"	11,864	—	— 20.3
RIKES AND LOCKOUTS				
Strikes and lockouts	April	94	+ 11.9	— 5.1
No. of workers involved	"	232,706	+ 0.9	+ 844.4
Duration in man days	"	1,812,570	+415.1	+1,030.1
RNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)†	February	144.66	+ 0.7	+ 9.2
Average hourly earnings (mfg.)†	"	3.43	— 0.9	+ 6.9
Average weekly hours paid†	"	39.6	— 1.0	+ 1.5
Consumer price index (1961 = 100)	May	138.3	+ 0.1	+ 4.2
Index numbers of weekly wages in 1961 dollars (1961 = 100)‡	February	132.9	— 0.4	+ 3.8
Total labour income (millions of dollars)†	March	4,510.1	+ 1.7	+ 11.4
DUSTRIAL PRODUCTION†				
Total (average 1961 = 100)	April	188.3	+ 2.1	+ 8.9
Manufacturing	"	183.5	+ 2.6	+ 8.5
Durables	"	210.3	+ 3.1	+ 10.2
Non-durables	"	162.3	+ 2.1	+ 6.9
W RESIDENTIAL CONSTRUCTION**				
Starts	April	15,535	+ 14.5	— 6.4
Completions	"	12,730	+ 7.9	+ 12.5
Under construction	"	145,069	+ 1.9	+ 17.8

stimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of Statistics Canada, which, ddition, contains the characteristics of the labour force, together with definitions and explanatory notes.
dvance data.
eliminary.
entres of 10,000 population or more.

Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three tables this section cover strikes and lockouts that amount to ten or more man-days. The number of workers involved includes all workers ported on strike or lockout out, whether or not they all belonged to the union directly involved in the disputes leading to the work sto pages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

Strikes and Lockouts, 1967-1972

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Ye: Strikes and Lockout	Workers Involved	Duration in Man-Da: Man-Days	Per Cent Estimat Workir Tir
1967	498	522	252,018	3,974,760	0.
1968	559	582	223,562	5,032,730	0.
1969	566	595	306,799	7,751,880	0.
1970	503	542	261,706	6,539,560	0.
*1971	539	561	236,864	2,910,580	0.
*1971—April	59	99	24,641	160,390	0.
May	39	90	13,113	116,470	0.
June	81	130	47,209	289,960	0.
July	46	112	35,175	329,530	0.
August	62	124	31,144	389,320	0.
September	40	117	30,432	319,110	0.
October	38	100	36,908	318,160	0.
November	46	93	20,458	232,690	0.
December	26	81	14,236	156,320	0.
*1972—January	32	75	16,399	137,370	0.
February	31	77	27,071	245,930	0.
March	35	84	230,702	351,870	0.
April	38	94	232,706	1,812,570	1.

* Preliminary.

Strikes and Lockouts, April, 1972, by Industry, (Preliminary)

Industry	In Effect During Month: Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	1	1	600	5,200
Mines	1	1	350	1,050
Manufacturing	16	46	4,618	58,330
Construction	8	13	1,758	11,620
Transportation and utilities	2	10	2,946	19,730
Trade	3	8	158	2,450
Finance	—	1	7	140
Service	1	6	2,575	7,580
Public administration	6	8	219,694	1,706,470
ALL INDUSTRIES	38	94	232,706	1,812,570

Strikes and Lockouts, April, 1972, by Jurisdiction (Preliminary)

Jurisdiction	In Effect During Month: Number Beginning During Month	Strikes and Lockouts	Workers Involved	Ma Da
Newfoundland	3	5	1,123	5,1
Prince Edward Island	—	—	—	
Nova Scotia	1	3	602	4,9
New Brunswick	3	3	360	7
Québec	6	23	211,542	1,659,5
Ontario	16	35	9,260	104,1
Manitoba	—	1	34	6
Saskatchewan	1	3	564	2,3
Alberta	1	2	270	3,5
British Columbia	7	16	6,521	18,5
Federal	—	3	2,430	12,9
ALL JURISDICTION	38	94	232,706	1,812,5

es and Lockouts Involving 100 or More Workers, April 1972, (Preliminary)

try oyer ion	Union	Duration in Man-Days Workers Involved	Date April	Starting Accumulated	Termination Date	Major Issues Result
stry						
Forest Industrial Relations, Coast-wide, B.C.	Woodworkers (AFL-CIO/CLC)	600	5,200	5,200	Apr. 17 —	Workers want to equalize earnings in all camps—
es						
-METAL						
Aluminum Co. of Canada Ltd., St. Lawrence, Nfld.	Metallurgists, Miners and Chemical Workers Federation (CNTU)	350	1,050	1,050	Apr. 12 Apr. 17	Alleged dispute over the demotion of one worker—Not reported.
RRIES						
Carrières Montréal Est, (1965) Ltée, Montréal Est, Qué.	International Operating Engineers Loc. 791-B (AFL-CIO/CLC)	151	—	4,530	Feb. 21 Apr. 3	Wages, hours, fringe benefits—11½% wage increase spread over a 2-yr. contract; time and one-half after 50 hours, 1 additional statutory holiday.
ufacturing						
D AND BEVERAGES						
Burgeo Fish Industries Ltd., Burgeo, Nfld.	Food Workers (AFL-CIO/CLC)	160	1,600	35,360	June 4 Apr. 17	Union recognition—Not reported.
York Farms, Division of Canada Packers Ltd., Brantford, Ont.	Food Workers Loc. P469 (AFL-CIO/CLC)	202	4,040	10,510	Feb. 17 —	Working conditions, fringe benefits, wages—
NTING AND PUBLISHING						
Council of Printing Industries of Canada, Toronto, Ont.	Lithographers and Photoengravers Loc. 35P (AFL-CIO/CLC)	180	900	7,020	Feb. 14 Apr. 10	Not reported—Not reported.
MARY METALS						
Canada Metal Co., Toronto, Ont.	Chemical Workers Loc. 453 (AFL-CIO/CLC)	158	630	2,840	Mar. 13 Apr. 7	Not reported—Not reported.
AL FABRICATING						
Toronto Iron Works Ltd., Toronto, Ont.	Steelworkers Loc. 2820 (AFL-CIO/CLC)	160	320	3,360	Mar. 5 Apr. 5	Not reported—Not reported.
Macotta Company of Canada Ltd., Rexdale, Ont.	Steelworkers Loc. 5165 (AFL-CIO/CLC)	127	2,540	4,060	Mar. 15 —	Not reported—
CHINERY						
Wean United Canada Ltd., Galt, Ont.	Auto Workers Loc. 1566 (CLC)	105	1,260	3,780	Feb. 26 Apr. 12	Wages, job classifications—Wage increases over 2-yr. contract.

Strikes and Lockouts Involving 100 or More Workers, April 1972, (Preliminary) (Cont.)

Industry / Employer / Location	Union	Duration in Man-Days: Workers Involved	Duration in Man-Days: April	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Gilbarco Canada Limited, Brockville, Ont.	Gilbarco Employees Union	113	2,150	2,150	Apr. 4 –	Wages, fringe benefits–
TRANSPORTATION EQUIPMENT						
De Havilland Aircraft of Canada Ltd., Downsview, Ont.	Auto Workers Loc. 112 (CLC)	911	18,220	64,680	Jan. 20	Wages, other matters–
Flextrac Nodwell, Calgary, Alta.	Structural Iron Workers Loc. 805 (AFL-CIO/CLC)	212	3,180	8,260	Feb. 26 Apr. 24	Wages, working conditions–7 per hr. increase retroact to July 9, 1971, 15¢ wh agreement signed, 75¢ over n two years; other improv benefits.
Gidon Industries Ltd., Rexdale, Ont.	Steelworkers Loc. 5482 (AFL-CIO/CLC)	160	3,200	3,840	Mar. 27 –	Not reported–
Hawker Siddeley Canada Ltd., Trenton, N.S.	Steelworkers Loc. 1231 (AFL-CIO/CLC)	385	770	770	Apr. 11 Apr. 13	Protesting a one-week suspension of one worke Return of workers.
Saint John Shipbuilding & Dry Dock Co. Ltd., Saint John, N.B.	Marine Workers Loc. 3 (CLC)	250	500	500	Apr. 13 Apr. 17	Disciplinary suspension of worker–Return of workers.
NON-METALLIC MINERAL PRODUCTS						
Domtar Construction Materials Ltd., Delson, Qué.	Chemical Workers Loc. 602 (CLC)	100	–	14 –	Apr. 29 –	Wages, management rights, oth matters–
MISCELLANEOUS MANUFACTURING						
Rubberset Co. Ltd., Gravenhurst, Ont.	CLC - directly chartered	164	820	820	Apr. 14 Apr. 24	Wages, piece work formul Return of workers under previc conditions.
Construction						
McAlpine (Newfoundland) Ltd., Stephenville, Nfld.	Plumbers Loc. 704 (AFL-CIO/CLC)	200	1,150	1,550	Mar. 30 Apr. 11	Protesting poor quality food and lodgings–Not reporte
Five glass companies, Ottawa area, Ont.	Painters Loc. 200 (AFL-CIO/CLC)	125	2,380	2,380	Apr. 4	Wages–
Iron Ore Company of Canada Ltd., Labrador City, Labrador	I.B.E.W. (AFL-CIO/CLC)	180	540	540	Apr. 5 Apr. 7	Alleged series of grievance Return of workers.
Saskatchewan Construction Assoc. Labour Relations Council (Rotating), Regina, Sask.	I.B.E.W. Loc. 2038 Plumbers Loc. 179 (AFL-CIO/CLC)	500	1,800	1,800	Apr. 10 Apr. 19	Wages, working conditions Return of workers.

kes and Lockouts Involving 100 or More Workers, April 1972, (Preliminary) (Cont.)

stry oyer tion	Union	Duration in Man-Days Workers Involved	 April	Starting Date Accu-mulated	Termination Date	Major Issues Result
Procon Inc. and Horton Steel, Come by Chance, Nfld.	Boilermakers (AFL-CIO/CLC)	233	790	790	Apr. 11 Apr. 15	Protesting a number of grievances—Return of workers when differences in the dispute resolved.
Construction Labour Relations Assoc., Province-wide, B.C.	Plumbers Loc. 170 (AFL-CIO/CLC)	153	1,380	1,380	Apr. 18	Not reported—
Construction Labour Relations Assoc., Province-wide, B.C.	Sheet Metal Workers Loc. 280 (AFL-CIO/CLC)	130	390	390	Apr. 26 —	Not reported—
nsportation and ities						
ANSPORTATION						
Halifax Transit Corp., Halifax, N.S.	Transit Union Loc. 508 (AFL-CIO/CLC)	194	4,160	6,880	Mar. 13 —	Wages—
Voyageur (1969) Inc., Montreal, Qué.	Teamsters Loc. 106 (Ind.)	300	6,500	8,640	Mar. 22 —	Wages, hours, fringe benefits—
Roadway Transport Limited, Oshawa, Ont.	Teamsters Loc. 938 (Ind.)	100	—	—	Apr. 29 —	Protesting the use of out-of-town drivers—
MMUNICATION						
Canadian Broadcasting Corporation (Rotating) Various locations, Canada-wide.	Broadcast Employees (NABET) Various locs. (AFL-CIO/CLC)	2,110	6,000	24,600	Jan. 21 —	Wages, fringe benefits, job security, other improvements—
vice						
UCATION						
CEGEP de Rouyn, Rouyn, Qué.	Teachers Federation (CNTU)	120	2,400	4,440	Mar. 8 —	Protesting cancellation of isolation pay—
CEGEP de Rosemont, Rosemont, Qué.	Teachers Federation (CNTU)	150	3,000	3,900	Mar. 24	Not reported—
North York Board of Education, North York, Ont.	Ontario Secondary School Teachers, Federation	2,200	1,100	1,100	Apr. 4 Apr. 5	To protest against the proposed ceilings on education spendings—Teachers returned to classes.
lic Administration						
OVINCIAL MINISTRATION						
Government of Québec, Province-wide, Qué.	Various unions (CNTU, QTC, QFL)	210,000	1,636,850	1,636,850	Apr. 11 Apr. 22	Wages, job security, other improvements—Return of work ers when Bill 19 was passed by Provincial Government.

Strikes and Lockouts Involving 100 or More Workers, April 1972, (Preliminary) (Cont.)

Industry Employer Location	Union	Duration in Man-Days Workers Involved	Date April	Starting Accumulated	Termination Date	Major Issues Result
LOCAL ADMINISTRATION						
Ville de Longueuil, Longueuil, Qué.	Public Employees Loc. 307 (CLC)	150	3,000	4,650	Mar. 16 Apr. 28	Wages, job security—49½¢ hr. increase spread over a 2 contract: other improvement.
Metro and City of Toronto, Metro Toronto, Ont.	Public Employees Loc. 43 (CLC)	3,750	56,250	56,250	Apr. 10 —	Wages—
City of Vancouver, Vancouver, B.C.	Public Employees Loc. 1004 (CLC) Municipal and Regional Employees' Union	2,800	2,800	2,800	Apr. 10 Apr. 11	Wages—Return of workers.
Ville de Laval - City of Laval, Chomedey, Qué.	Public Employees Loc. 1113 (CLC)	352	2,110	2,110	Apr. 21 —	Wages, fringe benefits, security—
City of Vancouver, Vancouver, B.C.	Public Employees Loc. 1004 (CLC) and Municipal & Regional Employees Union	2,600	5,200	5,200	Apr. 27	Wages, fringe benefits—

*Federal jurisdiction.

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ıstrial Relations Research in Canada (annual). An inventory of ıstrial relations research undertaken by the Department, other ernment departments, academic institutions and private individuals. e. Cat. No. L2-29/1970.

ɔnomics and Research Branch

our Organizations in Canada (annual). Contains a brief commen-, the latest statistical data on union membership, and a directory of ur organizations with names of their principal officers, publications the geographic distribution of their local branches in Canada. ngual). Price $1.50, Cat. No. L2-2/1971.

kes and Lockouts in Canada (annual). Furnishes a record of strikes lockouts occurring in Canada during a year. Tables and related s show strikes and lockouts by years, by areas, by industries, uding time lost, number of workers involved, duration, etc. Price 75 ts, Cat. No. L2-1/1970.

ge Rates, Salaries and Hours of Labour, 1970. Contains the results occupational wage rates and standard hours of work in major munities and most industries. (Bilingual). $3.00. Cat. No. L2-553.

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rking Conditions in Canadian Industry, 1970. (Bilingual). Free from veys Division.

ermination of the Appropriate Bargaining Unit by Labour Relations ards in Canada, by Edward E. Herman, 1966. Occasional Paper No. Price $3.50, Cat. No. L2-26/5.

ges in Canada and the United States: an Analytical Comparison, by an A. Porter and others. Occasional Paper No. 6. Price $1.75, Cat. L2-26/6.

Constitutional Framework of Union Finance, by J. K. Eaton, 1971. analysis of the financial provisions of the constitutions of the main ons operating in Canada at December 31, 1966. (English or French). e $2.00. Cat. No. L41-870.

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Working Mothers and Their Child-Care Arrangements. A statistical study of the number of working mothers, their work patterns, earnings and occupations; the number and ages of the children of working mothers; and the child-care arrangements of working mothers by their work patterns, occupations and earnings. 1970. (English or French). Free.

Women in the Labour Force 1970, Facts and Figures. (Bilingual). Free.

Legislative Research Branch

Labour Relations Legislation in Canada. A comparative study of the federal and provincial Labour Relations Acts in Canada as they existed at the end of 1968. (A separate reprint, published yearly, updating material in this publication, is available free on request). Price $3.50. Cat. No. L34-2069.

Labour Standards in Canada. Sets out standards in effect under federal and provincial labour laws regarding child labour, minimum wages, equal pay for equal work, hours of work, weekly rest day, annual vacations with pay, public holidays, fair employment practices, notice of termination of employment, maternity protection (new section) and workmen's compensation. (English or French). Price $1.00. Cat. No. L2-7/1970.

Workmen's Compensation in Canada. Deals with compensation for employment injury, the basic principles underlying the system, and coverage of the provincial Acts as of December 31, 1967. (Information on changes in workmen's compensation laws is published yearly and is available free on request). 1969. (English or French). Price $1.00. Cat. No. L34-1969.

Accident Prevention and Compensation Branch

Catalogue of Training Courses in Occupational Safety and Health. (Bilingual). Free. Cat. No. L36-1771.

Canada Occupational Safety Manual. Intended as a guide to persons charged with developing and maintaining an accident prevention program. 1. Planning for Safety. 2. Employment Safety Audit Guide. 3. Accident Investigating and Reporting. (English or French). 50 cents each.

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